

# **ANNUAL WORKFORCE REPORT**

**Second Quarter**

**FISCAL YEAR 2019-20**

**State of Michigan  
Civil Service Commission**



**Civil Service Commissioners:**

**Janet McClelland, Chair  
James Barrett  
Jase Bolger  
Jeff Steffel**

**Janine M. Winters, State Personnel Director**

## STATISTICAL HIGHLIGHTS

### Second Quarter FY 2019-20

#### PROFILE OF CLASSIFIED EMPLOYEES

Average Age.....	44.7
Average Annual Salary <sup>1</sup> .....	\$63,997
Average Years of Service.....	11.7

#### WORK FORCE CHARACTERISTICS

Females .....	53.6%
Males .....	46.4%
Eligible for Longevity .....	63.1%
Less than Six Years of Service .....	36.3%
Six to Ten Years of Service .....	17.8%
Over Ten Years of Service .....	45.9%
Exclusively Represented for Collective Bargaining .....	68.3%

#### FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian or Alaska Native.....	1.1%
Asian .....	1.7%
Black or African American .....	17.9%
Hispanic or Latino.....	3.0%
Native Hawaiian or Other Pacific Islander.....	0.1%
Two or More Races .....	0.5%
White .....	75.7%

<sup>1</sup> Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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## SECTION ONE

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# **TRENDS IN THE STATE CLASSIFIED WORKFORCE**

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: March 21, 2020

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE AND RURAL DVLPMNT	7901	438.0	0.0	4.0	7.0	0.0	24.0	0.0	473.0	0.0	473.0
<b>AGRICULTURE AND RURAL DVLPMNT</b>		<b>438.0</b>	<b>0.0</b>	<b>4.0</b>	<b>7.0</b>	<b>0.0</b>	<b>24.0</b>	<b>0.0</b>	<b>473.0</b>	<b>0.0</b>	<b>473.0</b>
ATY GNRL CENTRAL OFFICE	1101	483.0	1.0	0.0	22.0	0.0	0.0	0.0	506.0	0.0	506.0
PACC	1102	9.0	0.0	0.0	1.0	0.0	0.0	0.0	10.0	0.0	10.0
<b>ATTORNEY GENERAL</b>		<b>492.0</b>	<b>1.0</b>	<b>0.0</b>	<b>23.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>516.0</b>	<b>0.0</b>	<b>516.0</b>
LEGISLATIVE AUDITOR GENERAL	0301	127.0	0.0	6.0	18.0	0.0	5.0	0.0	156.0	0.0	156.0
<b>AUDITOR GENERAL</b>		<b>127.0</b>	<b>0.0</b>	<b>6.0</b>	<b>18.0</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>156.0</b>	<b>0.0</b>	<b>156.0</b>
CIV RGHT CENTRAL OFFICE	1501	86.0	0.0	0.0	2.0	0.0	0.0	0.0	88.0	0.0	88.0
<b>CIVIL RIGHTS</b>		<b>86.0</b>	<b>0.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>88.0</b>	<b>0.0</b>	<b>88.0</b>
CIVIL SERVICE COMMISSION	1901	426.0	0.0	2.0	11.0	0.0	18.0	0.0	457.0	0.0	457.0
<b>CIVIL SERVICE COMMISSION</b>		<b>426.0</b>	<b>0.0</b>	<b>2.0</b>	<b>11.0</b>	<b>0.0</b>	<b>18.0</b>	<b>0.0</b>	<b>457.0</b>	<b>0.0</b>	<b>457.0</b>
DETROIT DETENTION CENTER	4754	53.0	0.0	0.0	0.0	0.0	0.0	1.0	54.0	0.0	54.0
DETROIT REENTRY CENTER	4764	241.0	0.0	0.0	0.0	0.0	0.0	1.0	242.0	0.0	242.0
DOC-ADRIAN/GUS HARRISON FAC	4729	475.0	0.0	1.0	1.0	0.0	0.0	2.0	479.0	0.0	479.0
DOC-ALGER MAX SECURITY CORRECT	4735	247.0	0.0	0.0	1.0	0.0	0.0	0.0	248.0	0.0	248.0
DOC-BARAGA FACILITY	4740	285.0	1.0	0.0	0.0	0.0	0.0	1.0	287.0	0.0	287.0
DOC-BELLAMY CREEK FACILITY	4748	410.0	0.0	0.0	1.0	0.0	0.0	0.0	411.0	0.0	411.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	254.0	0.0	0.0	1.0	0.0	0.0	2.0	257.0	0.0	257.0
DOC-CARSON CITY FAC/CARSON CIT	4731	447.0	0.0	0.0	1.0	0.0	1.0	2.0	451.0	0.0	451.0
DOC-CENTRAL MICHIGAN FACILITY	4744	428.0	0.0	0.0	1.0	0.0	0.0	0.0	429.0	0.0	429.0
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	470.0	1.0	0.0	1.0	0.0	1.0	1.0	474.0	0.0	474.0
DOC-COOPER STREET FACILITY	4752	292.0	0.0	0.0	1.0	0.0	0.0	0.0	293.0	0.0	293.0
DOC-CORRECTN CENTRAL OFFICE	4702	542.0	0.0	0.0	17.0	0.0	36.0	0.0	595.0	0.0	595.0
DOC-COTTON FACILITY	4720	394.0	0.0	0.0	3.0	0.0	0.0	0.0	397.0	0.0	397.0
DOC-EGELER FACILITY	4727	534.0	1.0	0.0	1.0	0.0	0.0	0.0	536.0	0.0	536.0
DOC-FIELD OPERATION REGION III	4763	781.0	7.0	0.0	2.0	0.0	1.0	0.0	791.0	0.0	791.0
DOC-FIELD OPERATIONS REGION I	4761	806.0	0.0	0.0	2.0	0.0	0.0	1.0	809.0	0.0	809.0
DOC-HANDLON MI TRAINING UNT	4705	304.0	0.0	0.0	1.0	0.0	0.0	1.0	306.0	0.0	306.0
DOC-HURON VALLEY CORR COMPLEX	4715	554.0	1.0	0.0	1.0	0.0	1.0	1.0	558.0	0.0	558.0
DOC-IONIA MAXIMUM FACILITY	4724	289.0	0.0	0.0	1.0	0.0	0.0	1.0	291.0	0.0	291.0
DOC-JACKSON CENTRAL REGION	4750	80.0	0.0	0.0	0.0	0.0	0.0	0.0	80.0	0.0	80.0
DOC-KINROSS CORRECTIONAL FCLTY	4712	288.0	0.0	0.0	1.0	0.0	0.0	1.0	290.0	0.0	290.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: March 21, 2020

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-LAKELAND MENS FACILITY	4718	293.0	0.0	0.0	1.0	0.0	0.0	0.0	294.0	0.0	294.0
DOC-MACOMB FACILITY	4741	327.0	2.0	0.0	0.0	0.0	0.0	2.0	331.0	0.0	331.0
DOC-MARQUETTE BRANCH PRISON	4706	342.0	0.0	0.0	1.0	0.0	0.0	0.0	343.0	0.0	343.0
DOC-MAXEY CORRECTIONAL	4749	326.0	0.0	0.0	1.0	0.0	0.0	1.0	328.0	0.0	328.0
DOC-MICHIGAN REFORMATORY	4707	298.0	0.0	0.0	1.0	0.0	1.0	5.0	305.0	0.0	305.0
DOC-MICHIGAN STATE INDUSTRIES	4709	40.0	0.0	0.0	0.0	0.0	1.0	0.0	41.0	0.0	41.0
DOC-MUSKEGON FACILITY	4704	234.0	0.0	0.0	1.0	0.0	0.0	1.0	236.0	0.0	236.0
DOC-NEWBERRY FACILITY	4743	211.0	0.0	2.0	0.0	0.0	0.0	0.0	213.0	0.0	213.0
DOC-OAKS FACILITY	4739	297.0	1.0	0.0	1.0	0.0	0.0	2.0	301.0	0.0	301.0
DOC-PARNALL FACILITY	4751	287.0	0.0	0.0	12.0	0.0	0.0	0.0	299.0	0.5	298.5
DOC-SAGINAW FACILITY	4742	305.0	0.0	0.0	1.0	0.0	1.0	0.0	307.0	0.0	307.0
DOC-ST. LOUIS FACILITY	4733	332.0	0.0	0.0	2.0	0.0	0.0	1.0	335.0	0.0	335.0
DOC-THUMB FACILITY	4725	312.0	0.0	0.0	2.0	0.0	1.0	0.0	315.0	0.0	315.0
NTHRN REGION ADMIN AND SUPPORT	4714	26.0	0.0	0.0	0.0	0.0	0.0	0.0	26.0	0.0	26.0
SOUTHERN REGION - IONIA	4711	25.0	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	25.0
<b>CORRECTIONS</b>		<b>11,829.0</b>	<b>14.0</b>	<b>3.0</b>	<b>60.0</b>	<b>0.0</b>	<b>44.0</b>	<b>27.0</b>	<b>11,977.0</b>	<b>0.5</b>	<b>11,976.5</b>
EDUCATION	3103	436.0	3.0	4.0	17.0	35.0	16.0	0.0	511.0	0.0	511.0
<b>EDUCATION</b>		<b>436.0</b>	<b>3.0</b>	<b>4.0</b>	<b>17.0</b>	<b>35.0</b>	<b>16.0</b>	<b>0.0</b>	<b>511.0</b>	<b>0.0</b>	<b>511.0</b>
ENVIRON, GREAT LAKES & ENERGY	7601	1,177.0	2.0	13.0	26.0	0.0	21.0	1.0	1,240.0	0.5	1,239.5
<b>ENVIRONMENT, GREAT LAKES &amp; ENERGY</b>		<b>1,177.0</b>	<b>2.0</b>	<b>13.0</b>	<b>26.0</b>	<b>0.0</b>	<b>21.0</b>	<b>1.0</b>	<b>1,240.0</b>	<b>0.5</b>	<b>1,239.5</b>
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	73.0	0.0	3.0	0.0	76.0	0.0	76.0
<b>EXECUTIVE OFFICE</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>73.0</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>76.0</b>	<b>0.0</b>	<b>76.0</b>
DEPT OF INS AND FIN SERVICE	6501	273.0	1.0	0.0	20.0	0.0	8.0	0.0	302.0	0.0	302.0
<b>INSURANCE AND FINANCIAL SERV</b>		<b>273.0</b>	<b>1.0</b>	<b>0.0</b>	<b>20.0</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>302.0</b>	<b>0.0</b>	<b>302.0</b>
LEO - LABOR & ECON OPPORTUNITY	1801	1,753.0	1.0	0.0	21.0	38.0	25.0	0.0	1,838.0	0.0	1,838.0
LEO - LANDBANK AUTHORITY	1802	7.0	0.0	0.0	1.0	0.0	0.0	0.0	8.0	0.0	8.0
LEO - MSF-MEDC	1804	113.0	0.0	0.0	1.0	0.0	2.0	0.0	116.0	0.0	116.0
LEO - MSHDA	1803	228.0	4.0	2.0	7.0	0.0	10.0	0.0	251.0	0.0	251.0
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>		<b>2,101.0</b>	<b>5.0</b>	<b>2.0</b>	<b>30.0</b>	<b>38.0</b>	<b>37.0</b>	<b>0.0</b>	<b>2,213.0</b>	<b>0.0</b>	<b>2,213.0</b>
LICENSING & REGULATORY AFFAIRS	6401	1,519.0	2.0	11.0	16.0	0.0	35.0	0.0	1,583.0	0.0	1,583.0
<b>LICENSING &amp; REGULATORY AFFAIRS</b>		<b>1,519.0</b>	<b>2.0</b>	<b>11.0</b>	<b>16.0</b>	<b>0.0</b>	<b>35.0</b>	<b>0.0</b>	<b>1,583.0</b>	<b>0.0</b>	<b>1,583.0</b>
MDHHS-CARO CENTER	3902	315.0	0.0	2.0	78.0	0.0	0.0	2.0	397.0	0.0	397.0

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MDHHS-COM HEALTH CENTRAL OFF	3901	1,500.0	0.0	4.0	34.0	0.0	12.0	1.0	1,551.0	0.0	1,551.0
MDHHS-CTR FORENSIC PSYCHIATRY	3920	551.0	1.0	0.0	1.0	0.0	5.0	5.0	563.0	0.0	563.0
MDHHS-HAWTHORN CTR NORTHVILLE	3906	226.0	1.0	0.0	4.0	0.0	5.0	7.0	243.0	0.0	243.0
MDHHS-KALAMAZOO PSYCHIATRIC HS	3909	370.0	0.0	0.0	78.0	0.0	2.0	4.0	454.0	0.0	454.0
MDHHS-OFF OF THE INSPECTOR GEN	3947	43.0	0.0	0.0	0.0	0.0	4.0	0.0	47.0	0.0	47.0
MDHHS-WALTER P.REUTHER PSY HS	3945	385.0	0.0	0.0	3.0	0.0	4.0	1.0	393.0	0.0	393.0
<b>MDHHS - COMMUNITY HEALTH</b>		<b>3,390.0</b>	<b>2.0</b>	<b>6.0</b>	<b>198.0</b>	<b>0.0</b>	<b>32.0</b>	<b>20.0</b>	<b>3,648.0</b>	<b>0.0</b>	<b>3,648.0</b>
MDHHS-BERRIEN COUNTY	4322	137.0	0.0	0.0	8.0	4.0	0.0	0.0	149.0	0.0	149.0
MDHHS-CALHOUN COUNTY	4323	158.0	0.0	0.0	4.0	0.0	0.0	0.0	162.0	0.0	162.0
MDHHS-COUNTIES	4308	2,691.0	0.0	0.0	97.0	24.0	0.0	2.0	2,814.0	0.0	2,814.0
MDHHS-DPT OF HUMAN SVC CNTL OF	4301	2,308.0	0.0	4.0	105.0	0.0	11.0	0.0	2,428.0	0.0	2,428.0
MDHHS-GENESEE COUNTY	4302	424.0	0.0	0.0	40.0	0.0	0.0	1.0	465.0	0.0	465.0
MDHHS-INGHAM COUNTY	4312	252.0	0.0	0.0	15.0	1.0	0.0	1.0	269.0	0.0	269.0
MDHHS-INSTITUTIONS	4307	47.0	0.0	31.0	1.0	0.0	0.0	2.0	81.0	0.0	81.0
MDHHS-JACKSON COUNTY	4315	148.0	0.0	0.0	17.0	0.0	0.0	0.0	165.0	0.0	165.0
MDHHS-KALAMAZOO COUNTY	4314	239.0	0.0	0.0	5.0	0.0	0.0	0.0	244.0	0.0	244.0
MDHHS-KENT COUNTY	4303	417.0	0.0	0.0	6.0	6.0	0.0	0.0	429.0	0.0	429.0
MDHHS-MACOMB COUNTY	4304	462.0	0.0	0.0	3.0	0.0	0.0	1.0	466.0	4.5	461.5
MDHHS-MUSKEGON COUNTY	4324	216.0	0.0	0.0	1.0	0.0	0.0	1.0	218.0	0.0	218.0
MDHHS-OAKLAND COUNTY	4305	491.0	0.0	0.0	30.0	0.0	0.0	0.0	521.0	0.0	521.0
MDHHS-SAGINAW COUNTY	4313	170.0	0.0	0.0	7.0	0.0	0.0	0.0	177.0	0.0	177.0
MDHHS-WASHTENAW	4325	156.0	0.0	0.0	6.0	0.0	0.0	0.0	162.0	0.0	162.0
MDHHS-WAYNE COUNTY DSS	4306	85.0	0.0	0.0	11.0	0.0	0.0	0.0	96.0	0.0	96.0
MDHHS-WAYNE COUNTY O.C.Y.S.	4320	601.0	0.0	0.0	0.0	0.0	0.0	0.0	601.0	0.0	601.0
MDHHS-WAYNE COUNTY ZONE 3	4318	433.0	0.0	0.0	8.0	0.0	0.0	0.0	441.0	0.0	441.0
MDHHS-WAYNE COUNTY ZONE 4	4319	428.0	0.0	0.0	5.0	0.0	0.0	0.0	433.0	0.0	433.0
MDHHS-WAYNE COUNTY ZONE L	4316	330.0	0.0	0.0	6.0	0.0	0.0	1.0	337.0	0.0	337.0
<b>MDHHS - HUMAN SERVICES</b>		<b>10,193.0</b>	<b>0.0</b>	<b>35.0</b>	<b>375.0</b>	<b>35.0</b>	<b>11.0</b>	<b>9.0</b>	<b>10,658.0</b>	<b>4.5</b>	<b>10,653.5</b>
D.J. JACOBETTI HOME FOR VETERA	5103	165.0	4.0	2.0	0.0	0.0	1.0	0.0	172.0	0.5	171.5
GRAND RAPIDS HOME FOR VETERANS	5102	150.0	10.0	12.0	1.0	1.0	2.0	0.0	176.0	0.0	176.0
MIL AFFR CENTRAL OFFICE	5101	352.0	1.0	8.0	28.0	9.0	16.0	1.0	415.0	0.0	415.0
<b>MILITARY &amp; VETERAN AFFAIRS</b>		<b>667.0</b>	<b>15.0</b>	<b>22.0</b>	<b>29.0</b>	<b>10.0</b>	<b>19.0</b>	<b>1.0</b>	<b>763.0</b>	<b>0.5</b>	<b>762.5</b>
DNR-NATURAL RESOURCES	7501	1,424.0	1.0	49.0	21.0	155.0	162.0	0.0	1,812.0	0.0	1,812.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved.



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS**  
**WITH DEPARTMENT AND PROCESS LEVEL DETAIL**

Pay End Date: March 21, 2020

DEPARTMENT / PROCESS LEVEL		FULL-TIME	PART-TIME	PERMANENT-INTERMITTENT	LIMITED-TERM	SEASONAL	NON CAREER	WORKERS' COMPENSATION	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
<b>NATURAL RESOURCES</b>		<b>1,424.0</b>	<b>1.0</b>	<b>49.0</b>	<b>21.0</b>	<b>155.0</b>	<b>162.0</b>	<b>0.0</b>	<b>1,812.0</b>	<b>0.0</b>	<b>1,812.0</b>
DEPARTMENT OF STATE	2301	1,283.0	0.0	70.0	46.0	0.0	29.0	0.0	1,428.0	0.0	1,428.0
<b>STATE</b>		<b>1,283.0</b>	<b>0.0</b>	<b>70.0</b>	<b>46.0</b>	<b>0.0</b>	<b>29.0</b>	<b>0.0</b>	<b>1,428.0</b>	<b>0.0</b>	<b>1,428.0</b>
STATE POLICE	5501	2,969.0	3.0	5.0	58.0	0.0	11.0	3.0	3,049.0	0.0	3,049.0
<b>STATE POLICE</b>		<b>2,969.0</b>	<b>3.0</b>	<b>5.0</b>	<b>58.0</b>	<b>0.0</b>	<b>11.0</b>	<b>3.0</b>	<b>3,049.0</b>	<b>0.0</b>	<b>3,049.0</b>
DTMB-CHIEF COMPLIANCE OFF	0741	0.0	0.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0	1.0
TECH, MGMT AND BUDGET - IT	0801	1,749.0	0.0	0.0	33.0	0.0	54.0	0.0	1,836.0	0.0	1,836.0
TECH, MGMT AND BUDGET - MB	0701	1,041.0	7.0	3.0	53.0	0.0	45.0	1.0	1,150.0	0.0	1,150.0
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>		<b>2,790.0</b>	<b>7.0</b>	<b>3.0</b>	<b>87.0</b>	<b>0.0</b>	<b>99.0</b>	<b>1.0</b>	<b>2,987.0</b>	<b>0.0</b>	<b>2,987.0</b>
BRIDGE AUTHORITIES-INTERNATION	5903	34.0	0.0	0.0	1.0	0.0	19.0	0.0	54.0	0.0	54.0
BRIDGE AUTHORITIES-MACKINAC	5902	40.0	0.0	27.0	10.0	0.0	9.0	0.0	86.0	0.0	86.0
TRANSPORTATION CENTRAL OFFICE	5901	2,331.0	2.0	15.0	168.0	8.0	134.0	4.0	2,662.0	0.5	2,661.5
<b>TRANSPORTATION</b>		<b>2,405.0</b>	<b>2.0</b>	<b>42.0</b>	<b>179.0</b>	<b>8.0</b>	<b>162.0</b>	<b>4.0</b>	<b>2,802.0</b>	<b>0.5</b>	<b>2,801.5</b>
BUREAU OF STATE LOTTERY	2795	183.0	0.0	0.0	1.0	0.0	29.0	0.0	213.0	0.0	213.0
GAMING CONTROL	2707	122.0	0.0	4.0	10.0	0.0	4.0	0.0	140.0	0.0	140.0
STATE BUILDING AUTHORITY	2704	2.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	0.0	2.0
TREASURY CENTRAL PAYROLL	2701	1,258.0	0.0	1.0	42.0	0.0	26.0	0.0	1,327.0	0.0	1,327.0
<b>TREASURY</b>		<b>1,565.0</b>	<b>0.0</b>	<b>5.0</b>	<b>53.0</b>	<b>0.0</b>	<b>59.0</b>	<b>0.0</b>	<b>1,682.0</b>	<b>0.0</b>	<b>1,682.0</b>
<b>STATEWIDE TOTAL</b>		<b>45,590.0</b>	<b>58.0</b>	<b>282.0</b>	<b>1,349.0</b>	<b>281.0</b>	<b>795.0</b>	<b>66.0</b>	<b>48,421.0</b>	<b>6.5</b>	<b>48,414.5</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing duties that would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, or noncareer. For this report, the actual number of employees who job share are halved.

# FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2020 Appropriated (A)	FTE Positions 3/21/2020 (B)	FTE Positions 12/28/2019 (C)	Difference 3/21/2020 and 12/28/2019 (B-C)	Difference 3/21/2020 and Appropriated (B-A)
<b>AGRICULTURE AND RURAL DVLPMNT</b>					
Regular	508.0	457.4	454.2	3.2	-50.6
Overtime	0.0	0.6	0.1	0.5	0.6
Total	508.0	458.0	454.3	3.7	-50.0
<b>ATTORNEY GENERAL</b>					
Regular	536.4	514.1	508.4	5.8	-22.3
Overtime	0.0	0.6	0.0	0.6	0.6
Total	536.4	514.7	508.4	6.3	-21.7
<b>AUDITOR GENERAL</b>					
Regular	0.0	153.2	159.1	-5.9	153.2
Overtime	0.0	0.0	0.9	-0.9	0.0
Total	0.0	153.2	160.0	-6.8	153.2
<b>CIVIL RIGHTS</b>					
Regular	110.0	87.6	86.7	0.9	-22.4
Overtime	0.0	0.3	0.5	-0.2	0.3
Total	110.0	87.9	87.2	0.8	-22.1
<b>CIVIL SERVICE COMMISSION</b>					
Regular	459.0	444.6	444.7	-0.1	-14.4
Overtime	0.0	0.4	1.0	-0.6	0.4
Total	459.0	445.0	445.7	-0.7	-14.0
<b>CORRECTIONS</b>					
Regular	13,778.3	11,968.1	12,365.0	-396.9	-1,810.2
Overtime	0.0	703.9	1,380.2	-676.4	703.9
Total	13,778.3	12,672.0	13,745.2	-1,073.3	-1,106.3

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

# FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2020 Appropriated (A)	FTE Positions 3/21/2020 (B)	FTE Positions 12/28/2019 (C)	Difference 3/21/2020 and 12/28/2019 (B-C)	Difference 3/21/2020 and Appropriated (B-A)
<b>EDUCATION</b>					
Regular	614.5	499.1	496.2	2.9	-115.4
Overtime	0.0	0.2	0.0	0.2	0.2
Total	614.5	499.3	496.2	3.1	-115.2
<b>EXECUTIVE OFFICE</b>					
Regular	79.2	74.6	74.2	0.3	-4.6
Overtime	0.0	0.0	0.0	0.0	0.0
Total	79.2	74.6	74.2	0.3	-4.6
<b>INSURANCE AND FINANCIAL SERV</b>					
Regular	346.5	294.4	299.1	-4.8	-52.1
Overtime	0.0	1.6	0.0	1.6	1.6
Total	346.5	296.0	299.1	-3.2	-50.5
<b>LICENSING AND REGULATORY AFF</b>					
Regular	2,328.3	1,550.0	1,559.8	-9.8	-778.3
Overtime	0.0	1.8	0.7	1.1	1.8
Total	2,328.3	1,551.8	1,560.5	-8.7	-776.5
<b>MDHHS - COMMUNITY HEALTH</b>					
Regular	4,054.2	3,588.1	3,603.7	-15.6	-466.1
Overtime	0.0	228.5	309.5	-81.0	228.5
Total	4,054.2	3,816.6	3,913.2	-96.6	-237.6
<b>MDHHS - HUMAN SERVICES</b>					
Regular	11,950.8	10,584.4	10,669.3	-84.9	-1,366.4
Overtime	0.0	78.5	86.6	-8.1	78.5
Total	11,950.8	10,662.9	10,755.9	-93.0	-1,287.9

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

# FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2020 Appropriated (A)	FTE Positions 3/21/2020 (B)	FTE Positions 12/28/2019 (C)	Difference 3/21/2020 and 12/28/2019 (B-C)	Difference 3/21/2020 and Appropriated (B-A)
<b>MILITARY &amp; VETERAN AFFAIRS</b>					
Regular	924.5	727.1	740.8	-13.7	-197.4
Overtime	0.0	31.5	30.8	0.7	31.5
Total	924.5	758.5	771.6	-13.1	-166.0
<b>NATURAL RESOURCES</b>					
Regular	2,334.1	1,685.4	1,612.6	72.7	-648.7
Overtime	0.0	6.7	6.4	0.3	6.7
Total	2,334.1	1,692.1	1,619.1	73.1	-642.0
<b>STATE</b>					
Regular	1,586.0	1,394.1	1,420.3	-26.2	-191.9
Overtime	0.0	43.9	17.3	26.6	43.9
Total	1,586.0	1,437.9	1,437.6	0.4	-148.1
<b>STATE POLICE</b>					
Regular	3,579.0	3,030.4	2,992.0	38.4	-548.6
Overtime	0.0	193.9	237.7	-43.8	193.9
Total	3,579.0	3,224.2	3,229.7	-5.4	-354.8
<b>TECH, MGMT AND BUDGET</b>					
Regular	2,667.0	2,933.7	2,953.8	-20.2	266.7
Overtime	0.0	52.5	24.0	28.5	52.5
Total	2,667.0	2,986.1	2,977.8	8.3	319.1
<b>TRANSPORTATION</b>					
Regular	2,818.3	2,684.7	2,698.3	-13.6	-133.6
Overtime	0.0	79.2	52.5	26.7	79.2
Total	2,818.3	2,764.0	2,750.9	13.1	-54.3

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

## FULL-TIME EQUATED POSITION REPORT BY DEPARTMENT

Table 1-2

DEPARTMENT	FTE Positions Fiscal Year 2020 Appropriated (A)	FTE Positions 3/21/2020 (B)	FTE Positions 12/28/2019 (C)	Difference 3/21/2020 and 12/28/2019 (B-C)	Difference 3/21/2020 and Appropriated (B-A)
<b>TREASURY</b>					
Regular	1,874.5	1,643.7	1,639.1	4.6	-230.8
Overtime	0.0	7.6	5.4	2.2	7.6
Total	1,874.5	1,651.3	1,644.5	6.8	-223.2

### Statewide Totals

Total Regular	53,414.6	47,718.3	48,182.9	-464.6	-5,696.3
Total Overtime	0.0	1,454.5	2,171.9	-717.3	1,454.5
Grand Total	53,414.6	49,172.8	50,354.7	-1,181.9	-4,241.8

Comments: Regular FTEs are the number of full-time equated positions based on regular time pay codes (total regular employee hours worked divided by 80). Overtime FTEs are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Overtime FTEs are not appropriated as a separate category. Appropriated Position Figures are provided by DTMB, State Budget Office.

Source: Michigan Civil Service Commission MPR-0159

# STATE OF MICHIGAN

Table 1-3

## NUMBER AND PERCENT OF ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT PRIOR AND CURRENT PAY END DATES

Department	December 28, 2019		March 21, 2020	
	Number of Employees	Percent of Total Classified Employees	Number of Employees	Percent of Total Classified Employees
AGRICULTURE AND RURAL DVLPMNT	472.0	1.0 %	473.0	1.0 %
ATTORNEY GENERAL	510.0	1.1 %	516.0	1.1 %
AUDITOR GENERAL	162.0	0.3 %	156.0	0.3 %
CIVIL RIGHTS	88.0	0.2 %	88.0	0.2 %
CIVIL SERVICE COMMISSION	458.0	0.9 %	457.0	0.9 %
CORRECTIONS	11,969.5	24.7 %	11,976.5	24.7 %
EDUCATION	509.0	1.1 %	511.0	1.1 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,227.5	2.5 %	1,239.5	2.5 %
EXECUTIVE OFFICE	76.0	0.2 %	76.0	0.2 %
INSURANCE AND FINANCIAL SERV	305.0	0.6 %	302.0	0.6 %
LABOR & ECONOMIC OPPORTUNITY	2,232.0	4.6 %	2,213.0	4.6 %
LICENSING & REGULATORY AFFAIRS	1,591.0	3.3 %	1,583.0	3.3 %
MDHHS-COMMUNITY HEALTH	3,605.0	7.4 %	3,648.0	7.5 %
MDHHS-HUMAN SERVICES	10,723.0	22.1 %	10,653.5	22.0 %
MILITARY & VETERAN AFFAIRS	761.5	1.6 %	762.5	1.6 %
NATURAL RESOURCES	1,766.0	3.7 %	1,812.0	3.7 %
STATE	1,452.0	3.0 %	1,428.0	2.9 %
STATE POLICE	3,014.0	6.2 %	3,049.0	6.3 %
TECHNOLOGY, MANAGEMENT & BUDGET	3,007.0	6.2 %	2,987.0	6.2 %
TRANSPORTATION	2,824.5	5.8 %	2,801.5	5.8 %
TREASURY	1,683.0	3.5 %	1,682.0	3.5 %
<b>TOTAL:</b>	<b>48,436.0</b>	<b>100.0 %</b>	<b>48,414.5</b>	<b>100.0 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee. Individuals sharing jobs can be part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation. For this report, the actual number of employees who job share are halved.

Statewide, the number of classified employees decreased by 22 from December 28, 2019 to March 21, 2020.

Source: Michigan Civil Service Commission HWF03

**STATE OF MICHIGAN**  
**FISCAL YEAR TO DATE AVERAGE NUMBER OF ACTIVE CLASSIFIED EMPLOYEES BY**  
**DEPARTMENT**  
**Pay End Date: March 21, 2020**

<b>Department</b>	<b>Number of Pay Periods</b>	<b>FYTD Average Number of Employees</b>
AGRICULTURE AND RURAL DVLPMNT	7	464.7
ATTORNEY GENERAL	7	511.6
AUDITOR GENERAL	7	153.1
CIVIL RIGHTS	7	88.0
CIVIL SERVICE COMMISSION	7	444.3
CORRECTIONS	7	11,960.4
EDUCATION	7	496.7
ENVIRONMENT, GREAT LAKES & ENERGY	7	1,210.4
EXECUTIVE OFFICE	7	74.9
INSURANCE AND FINANCIAL SERV	7	297.6
LABOR & ECONOMIC OPPORTUNITY	7	2,179.0
LICENSING & REGULATORY AFFAIRS	7	1,552.7
MDHHS-COMMUNITY HEALTH	7	3,590.4
MDHHS-HUMAN SERVICES	7	10,683.1
MILITARY & VETERAN AFFAIRS	7	753.6
NATURAL RESOURCES	7	1,607.0
STATE	7	1,391.6
STATE POLICE	7	3,033.7
TECHNOLOGY, MANAGEMENT & BUDGET	7	2,940.0
TRANSPORTATION	7	2,654.6
TREASURY	7	1,621.0
	<b>Sum:</b>	<b>47,708.4</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. Currently, these positions represent 87.0 percent of all noncareer appointments. For this report, the number of employees who job share are halved. Job-share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to one employee.

## SECTION TWO

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# **CHARACTERISTICS OF CLASSIFIED EMPLOYEES**



# STATE OF MICHIGAN

Table 2-1

## AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

Pay End Date: March 21, 2020

DEPARTMENT	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Department Eligible for Longevity
AGRICULTURE AND RURAL DVLPMNT	473	1.0 %	45.4	\$33.31	293	61.9 %
ATTORNEY GENERAL	516	1.1 %	47.1	\$43.48	298	57.8 %
AUDITOR GENERAL	156	0.3 %	39.1	\$40.32	86	55.1 %
CIVIL RIGHTS	88	0.2 %	47.6	\$35.07	68	77.3 %
CIVIL SERVICE COMMISSION	457	0.9 %	44.3	\$33.40	292	63.9 %
CORRECTIONS	11,977	24.7 %	44.0	\$28.02	7,677	64.1 %
EDUCATION	511	1.1 %	49.3	\$37.81	321	62.8 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,240	2.5 %	46.0	\$34.97	800	64.5 %
EXECUTIVE OFFICE	76	0.2 %	34.6	\$33.54	10	13.2 %
INSURANCE AND FINANCIAL SERV	302	0.6 %	43.2	\$37.20	212	70.2 %
LABOR & ECONOMIC OPPORTUNITY	2,213	4.6 %	48.3	\$32.13	1,559	70.4 %
LICENSING & REGULATORY AFFAIRS	1,583	3.3 %	46.0	\$34.39	974	61.5 %
MDHHS - COMMUNITY HEALTH	3,648	7.5 %	45.9	\$31.44	2,006	55.0 %
MDHHS - HUMAN SERVICES	10,658	22.0 %	43.7	\$28.54	6,898	64.7 %
MILITARY & VETERAN AFFAIRS	763	1.6 %	47.5	\$27.18	426	55.8 %
NATURAL RESOURCES	1,812	3.7 %	43.8	\$29.19	1,139	62.9 %
STATE	1,428	2.9 %	44.0	\$26.16	780	54.6 %
STATE POLICE	3,049	6.3 %	40.3	\$33.57	1,973	64.7 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,987	6.2 %	46.8	\$36.07	1,875	62.8 %
TRANSPORTATION	2,802	5.8 %	46.4	\$31.17	1,798	64.2 %
TREASURY	1,682	3.5 %	46.1	\$33.40	1,074	63.9 %
<b>STATEWIDE TOTALS:</b>	<b>48,421</b>	<b>100.0 %</b>	<b>44.7</b>	<b>\$30.65</b>	<b>30,559</b>	<b>63.1 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Noncareer positions are not eligible for longevity and are not included in those counts.

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**  
**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**  
**Pay End Date: March 21, 2020**

Department	Health Insurance									Dental Insurance					
	Total Employees Enrolled	State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	DMO	%	Preventive Dental	%
AGRICULTURE & RURAL DEVELOPMENT	449	169	38 %	241	54 %	4	1 %	0	0 %	419	93 %	3	1 %	1	0 %
ATTORNEY GENERAL	516	177	34 %	273	53 %	5	1 %	0	0 %	477	92 %	9	2 %	1	0 %
AUDITOR GENERAL	151	47	31 %	82	54 %	4	3 %	0	0 %	141	93 %	0	0 %	0	0 %
CIVIL RIGHTS	88	36	41 %	47	53 %	2	2 %	0	0 %	81	92 %	5	6 %	0	0 %
CIVIL SERVICE COMMISSION	439	89	20 %	292	67 %	1	0 %	0	0 %	397	90 %	2	0 %	0	0 %
CORRECTIONS	11,933	6,002	50 %	4,881	41 %	48	0 %	0	0 %	11,001	92 %	215	2 %	32	0 %
EDUCATION	495	190	38 %	231	47 %	4	1 %	0	0 %	441	89 %	7	1 %	2	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,219	401	33 %	678	56 %	13	1 %	0	0 %	1,100	90 %	14	1 %	9	1 %
EXECUTIVE OFFICE	73	27	37 %	26	36 %	1	1 %	0	0 %	53	73 %	1	1 %	0	0 %
INSURANCE AND FINANCIAL SERV	294	78	27 %	190	65 %	2	1 %	0	0 %	272	93 %	4	1 %	2	1 %
LABOR & ECONOMIC OPPORTUNITY	2,176	811	37 %	1,177	54 %	17	1 %	0	0 %	1,992	92 %	70	3 %	10	0 %
LICENSING & REGULATORY AFFAIRS	1,548	544	35 %	829	54 %	3	0 %	0	0 %	1,395	90 %	32	2 %	3	0 %
MDHHS - COMMUNITY HEALTH	3,616	1,422	39 %	1,858	51 %	19	1 %	0	0 %	3,282	91 %	112	3 %	17	0 %
MDHHS - HUMAN SERVICES	10,647	3,922	37 %	5,728	54 %	48	0 %	0	0 %	9,704	91 %	309	3 %	20	0 %
MILITARY & VETERAN AFFAIRS	744	294	40 %	327	44 %	12	2 %	0	0 %	671	90 %	5	1 %	3	0 %
NATURAL RESOURCES	1,650	864	52 %	592	36 %	22	1 %	0	0 %	1,520	92 %	7	0 %	7	0 %
STATE	1,399	544	39 %	694	50 %	15	1 %	0	0 %	1,254	90 %	42	3 %	4	0 %
STATE POLICE	3,038	923	30 %	771	25 %	16	1 %	1,084	36 %	2,854	94 %	20	1 %	8	0 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,888	880	30 %	1,708	59 %	22	1 %	0	0 %	2,599	90 %	73	3 %	9	0 %
TRANSPORTATION	2,640	1,029	39 %	1,308	50 %	23	1 %	0	0 %	2,416	92 %	19	1 %	10	0 %
TREASURY	1,623	471	29 %	969	60 %	17	1 %	0	0 %	1,482	91 %	35	2 %	6	0 %
<b>STATEWIDE TOTALS:</b>	<b>47,626</b>	<b>18,920</b>	<b>40 %</b>	<b>22,902</b>	<b>48 %</b>	<b>298</b>	<b>1 %</b>	<b>1,084</b>	<b>2 %</b>	<b>43,551</b>	<b>91 %</b>	<b>984</b>	<b>2 %</b>	<b>144</b>	<b>0 %</b>

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**

Table 2-4

**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT**

**Pay End Date: March 21, 2020**

		Vision Insurance		Disability Insurance				Life Insurance					
	Total Employees Enrolled	State Sponsored Vision						Minnesota Life		Minnesota Life Reduced		Prudential	
Department			%	CMI	%	Reliance	%		%		%		%
AGRICULTURE & RURAL DEVELOPMENT	449	425	95 %	366	82 %	0	0 %	429	96 %	19	4 %	0	0 %
ATTORNEY GENERAL	516	489	95 %	346	67 %	0	0 %	484	94 %	31	6 %	0	0 %
AUDITOR GENERAL	151	143	95 %	116	77 %	0	0 %	127	84 %	23	15 %	0	0 %
CIVIL RIGHTS	88	87	99 %	74	84 %	0	0 %	83	94 %	5	6 %	0	0 %
CIVIL SERVICE COMMISSION	439	406	92 %	403	92 %	0	0 %	424	97 %	14	3 %	0	0 %
CORRECTIONS	11,933	11,286	95 %	10,607	89 %	0	0 %	11,472	96 %	418	4 %	0	0 %
EDUCATION	495	454	92 %	340	69 %	0	0 %	463	94 %	31	6 %	0	0 %
ENVIRONMENT, GREAT LAKES & ENERGY	1,219	1,132	93 %	954	78 %	0	0 %	1,131	93 %	87	7 %	0	0 %
EXECUTIVE OFFICE	73	58	79 %	30	41 %	0	0 %	68	93 %	4	5 %	0	0 %
INSURANCE AND FINANCIAL SERV	294	283	96 %	239	81 %	0	0 %	280	95 %	13	4 %	0	0 %
LABOR & ECONOMIC OPPORTUNITY	2,176	2,079	96 %	1,814	83 %	0	0 %	2,058	95 %	114	5 %	0	0 %
LICENSING & REGULATORY AFFAIRS	1,548	1,433	93 %	1,232	80 %	0	0 %	1,464	95 %	81	5 %	0	0 %
MDHHS - COMMUNITY HEALTH	3,616	3,417	94 %	3,060	85 %	0	0 %	3,437	95 %	174	5 %	0	0 %
MDHHS - HUMAN SERVICES	10,647	10,054	94 %	9,065	85 %	0	0 %	10,107	95 %	520	5 %	0	0 %
MILITARY & VETERAN AFFAIRS	744	681	92 %	536	72 %	0	0 %	707	95 %	27	4 %	0	0 %
NATURAL RESOURCES	1,650	1,542	93 %	1,337	81 %	0	0 %	1,563	95 %	86	5 %	0	0 %
STATE	1,399	1,314	94 %	1,032	74 %	0	0 %	1,315	94 %	79	6 %	0	0 %
STATE POLICE	3,038	2,904	96 %	2,759	91 %	1,411	46 %	2,902	96 %	113	4 %	1,215	40 %
TECHNOLOGY, MANAGEMENT & BUDGET	2,888	2,688	93 %	2,151	74 %	26	1 %	2,745	95 %	134	5 %	18	1 %
TRANSPORTATION	2,640	2,471	94 %	2,227	84 %	0	0 %	2,495	95 %	142	5 %	0	0 %
TREASURY	1,623	1,536	95 %	1,291	80 %	0	0 %	1,525	94 %	94	6 %	0	0 %
STATEWIDE TOTALS:	47,626	44,882	94 %	39,979	84 %	1,437	3 %	45,279	95 %	2,209	5 %	1,233	3 %

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF47

# STATE OF MICHIGAN

Table 2-10

## AGE DISTRIBUTION FOR ACTIVE CLASSIFIED EMPLOYEES BY DEPARTMENT

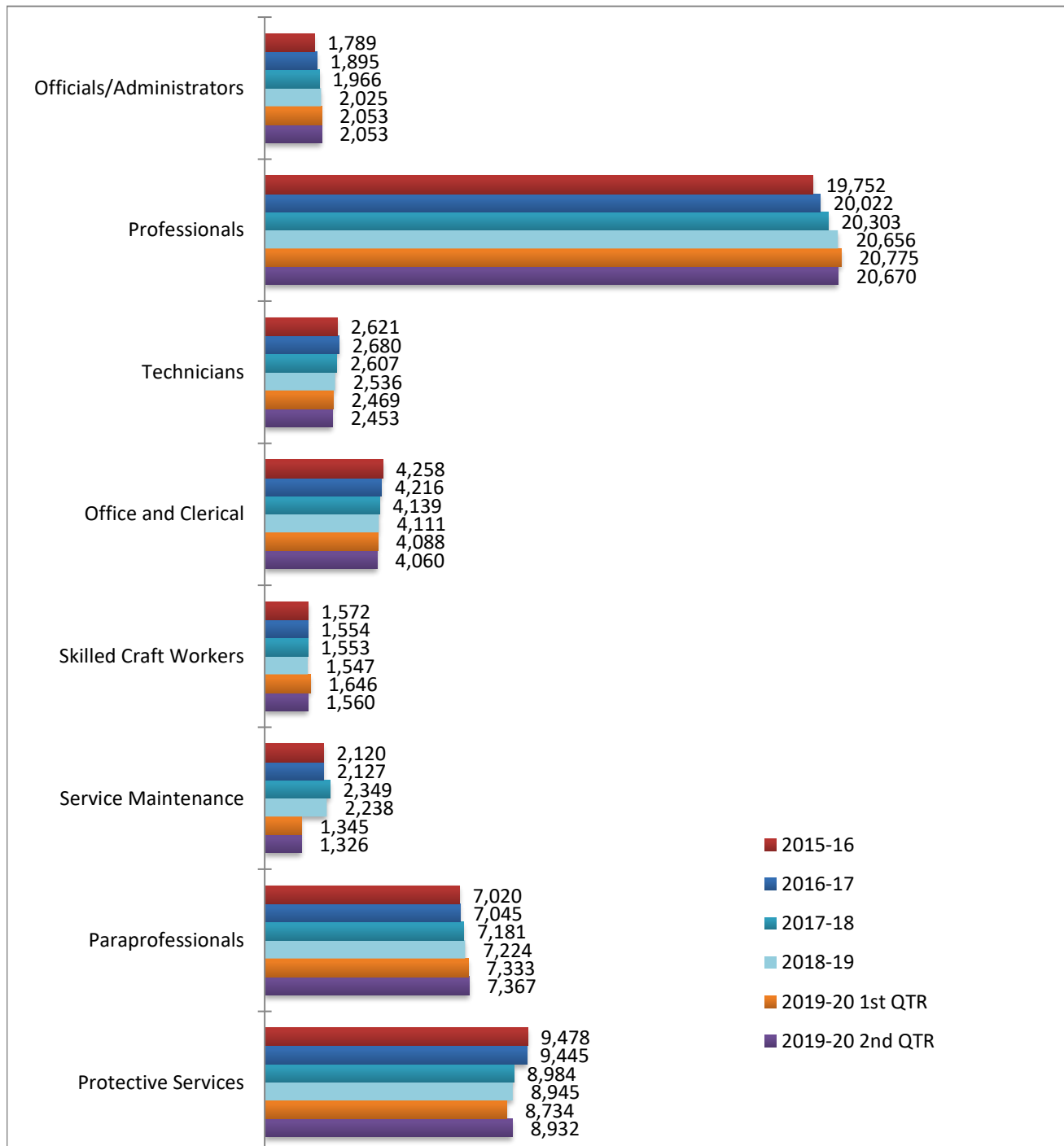
Pay End Date: March 21, 2020

Department	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE AND RURAL DVLPMNT	0	22	46	48	55	63	57	48	74	32	23	5	473
ATTORNEY GENERAL	0	3	28	66	60	66	69	83	72	43	19	7	516
AUDITOR GENERAL	2	18	31	20	15	13	22	15	14	6	0	0	156
CIVIL RIGHTS	0	0	3	9	14	11	17	14	5	7	4	4	88
CIVIL SERVICE COMMISSION	2	30	40	38	59	56	64	61	72	27	8	0	457
CORRECTIONS	52	520	1,093	1,320	1,271	1,558	2,199	1,974	1,218	597	140	35	11,977
EDUCATION	0	12	10	28	54	86	72	87	59	65	27	11	511
ENVIRONMENT, GREAT LAKES & ENERGY	2	41	127	109	117	191	144	163	179	111	48	8	1,240
EXECUTIVE OFFICE	0	14	18	10	15	5	6	4	3	0	1	0	76
INSURANCE AND FINANCIAL SERV	0	13	29	38	41	50	39	41	28	18	4	1	302
LABOR & ECONOMIC OPPORTUNITY	6	38	106	161	247	294	323	330	335	243	94	36	2,213
LICENSING & REGULATORY AFFAIRS	6	65	99	155	221	203	210	200	194	149	60	21	1,583
MDHHS - COMMUNITY HEALTH	4	86	303	416	451	460	462	479	504	332	115	36	3,648
MDHHS - HUMAN SERVICES	2	285	970	1,370	1,651	1,615	1,615	1,296	997	604	194	59	10,658
MILITARY & VETERAN AFFAIRS	1	12	45	70	90	83	94	137	134	71	26	0	763
NATURAL RESOURCES	9	92	199	209	210	238	264	209	195	110	53	24	1,812
STATE	2	77	151	181	147	179	160	209	196	92	32	2	1,428
STATE POLICE	3	162	595	467	279	366	490	365	235	65	20	2	3,049
TECHNOLOGY, MANAGEMENT & BUDGET	10	105	177	260	305	396	422	449	471	287	87	18	2,987
TRANSPORTATION	16	124	166	233	264	393	406	456	399	248	79	18	2,802
TREASURY	7	68	97	172	210	227	212	217	249	156	54	13	1,682
Statewide Total:	124	1,787	4,333	5,380	5,776	6,553	7,347	6,837	5,633	3,263	1,088	300	48,421
Average Age:	19.1	23.2	27.7	32.5	37.5	42.5	47.6	52.4	57.4	62.2	67.0	73.1	44.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF23

**STATE OF MICHIGAN**  
**EMPLOYMENT TREND OF JOB CATEGORIES**  
**Fiscal Years 2015-16 through 2019-20 2nd QTR**



**2019-20 2nd QTR Total: 48,421**

**Comment:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

**Source:** Michigan Civil Service Commission HWF27 for the last full pay period in each fiscal year

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**  
**Pay End Date: March 21, 2020**

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	7	1	8
ALGER	269	1	270
ALLEGAN	214	25	239
ALPENA	157	33	190
ANTRIM	28	2	30
ARENAC	28	1	29
BARAGA	339	13	352
BARRY	111	46	157
BAY	338	18	356
BENZIE	32	3	35
BERRIEN	326	34	360
BRANCH	354	4	358
CALHOUN	383	10	393
CASS	90	14	104
CHARLEVOIX	22	20	42
CHEBOYGAN	64	14	78
CHIPPEWA	941	38	979
CLARE	59	4	63
CLINTON	151	16	167
CRAWFORD	165	58	223
DELTA	171	32	203
DICKINSON	62	4	66
EATON	3,480	173	3,653
EMMET	88	16	104
GENESEE	803	84	887
GLADWIN	46	3	49
GOGEBIC	60	4	64
GRAND TRAVERSE	311	11	322
GRATIOT	806	5	811
HILLSDALE	66	6	72
HOUGHTON	78	14	92
HURON	39	4	43
INGHAM	10,077	961	11,038
IONIA	1,401	15	1,416
IOSCO	57	6	63
IRON	53	2	55
ISABELLA	165	7	172
JACKSON	2,053	49	2,102
KALAMAZOO	1,080	110	1,190
KALKASKA	55	2	57
KENT	1,485	85	1,570
KEWEENAW	2	1	3
LAKE	36	2	38
LAPEER	438	10	448

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY**

Pay End Date: March 21, 2020

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LEELANAU	3	3	6
LENAWEE	591	15	606
LIVINGSTON	543	27	570
LUCE	274	8	282
MACKINAC	115	66	181
MACOMB	1,393	13	1,406
MANISTEE	322	8	330
MARQUETTE	857	30	887
MASON	44	7	51
MECOSTA	82	4	86
MENOMINEE	30	7	37
MIDLAND	95	4	99
MISSAUKEE	66	5	71
MONROE	206	13	219
MONTCALM	591	9	600
MONTMORENCY	47	9	56
MUSKEGON	835	20	855
NEWAYGO	72	8	80
OAKLAND	1,155	84	1,239
OCEANA	90	19	109
OGEMAW	95	6	101
ONTONAGON	22	0	22
OSCEOLA	27	4	31
OSCODA	24	0	24
OTSEGO	301	20	321
OTTAWA	196	26	222
OUT OF STATE	34	3	37
PRESQUE ISLE	18	2	20
ROSCOMMON	126	10	136
SAGINAW	860	22	882
SANILAC	46	6	52
SCHOOLCRAFT	40	5	45
SHIAWASSEE	81	3	84
ST CLAIR	235	30	265
ST JOSEPH	81	2	83
TUSCOLA	437	83	520
VAN BUREN	248	23	271
WASHTENAW	1,392	39	1,431
WAYNE	5,067	163	5,230
WEXFORD	172	12	184
WORK AT HOME - MI	1,687	52	1,739
<b>Grand Total:</b>	<b>45,590</b>	<b>2,831</b>	<b>48,421</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF55

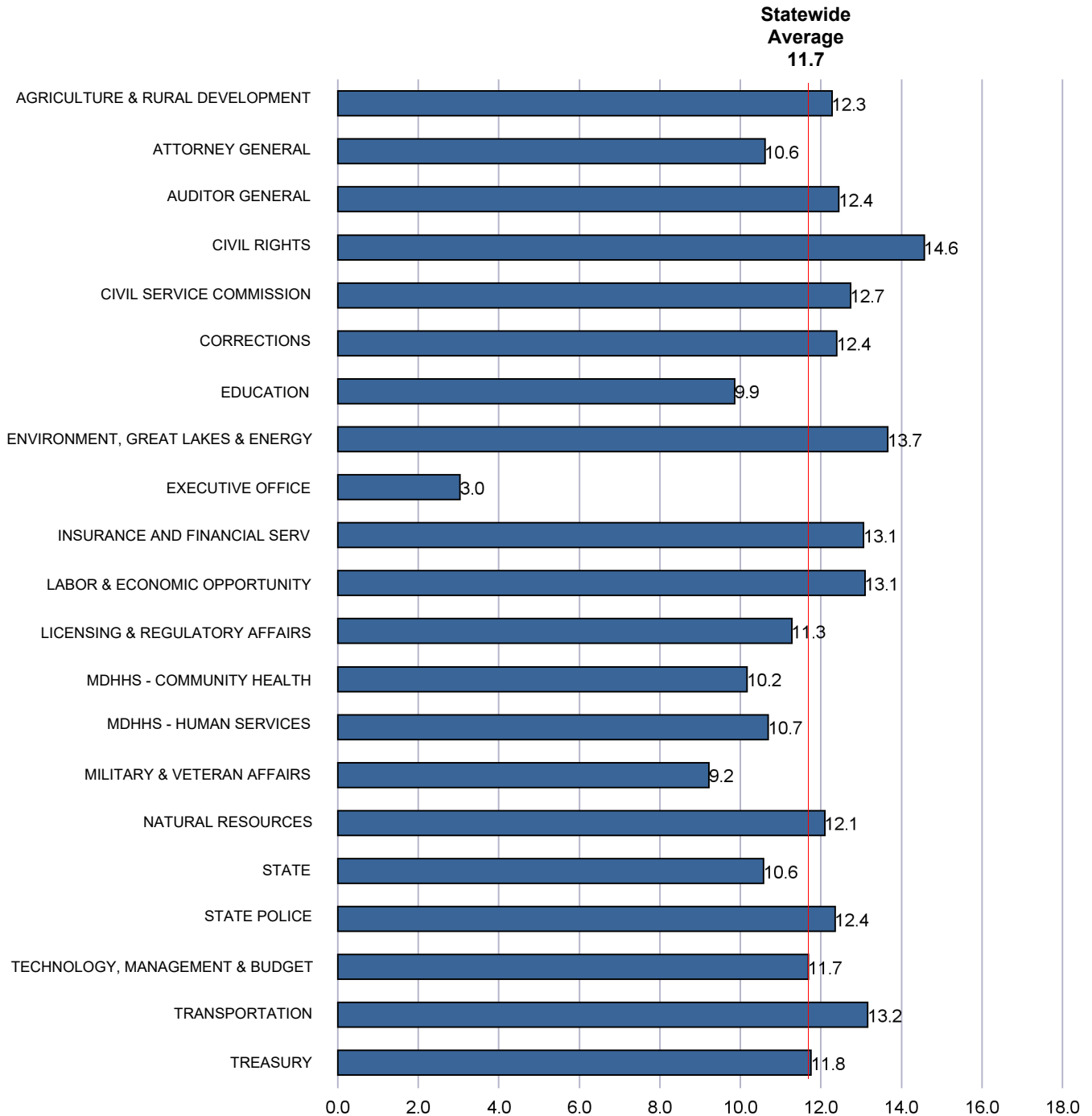
## SECTION THREE

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### **EMPLOYEE CONTINUITY OVERVIEW**



**STATE OF MICHIGAN**  
**AVERAGE YEARS OF SERVICE BY DEPARTMENT**  
**Pay End Date: March 21, 2020**



**Comments:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

**Source:** Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 21, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	69	93	2	6	0	0	2	3	1	1	0	0	0	2	74	105	0	0
06 - 10 YEARS	30	36	2	3	0	0	0	0	0	1	0	0	0	0	32	40	0	0
11 - 15 YEARS	20	23	1	2	0	1	1	0	0	0	0	0	0	0	22	26	0	0
16 - 20 YEARS	31	33	0	2	1	0	0	0	0	1	0	0	0	0	32	36	0	0
21 - 25 YEARS	25	16	1	0	0	0	0	1	0	1	0	0	0	0	26	18	0	1
26 - 30 YEARS	23	10	0	0	0	0	1	0	0	0	0	0	0	0	24	10	1	1
31 - 35 YEARS	5	12	0	3	0	0	0	0	0	0	0	0	0	0	5	15	0	1
36 - 40 YEARS	0	2	0	0	0	0	0	0	1	0	0	0	0	0	1	2	0	1
MORE THAN 40 YEARS	3	2	0	0	0	0	0	0	0	0	0	0	0	0	3	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>206</b>	<b>227</b>	<b>6</b>	<b>16</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>219</b>	<b>254</b>	<b>1</b>	<b>4</b>
MORE THAN 10 YEARS	107	98	2	7	1	1	2	1	1	2	0	0	0	0	113	109	1	4
AVERAGE YEARS	13.5	11.3	9.5	12.5	20.0	11.0	10.8	8.3	20.5	14.3	0.0	0.0	0.0	0.5	13.4	11.3	29.0	31.3

### DEPARTMENT AVERAGE YEARS

12.3

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>ATTORNEY GENERAL</b>																		
00 - 05 YEARS	70	112	4	16	0	0	0	4	0	2	0	0	1	1	75	135	0	0
06 -10 YEARS	37	53	2	7	0	0	0	0	2	0	0	0	0	0	41	60	0	0
11 -15 YEARS	30	29	0	3	0	0	0	0	0	0	0	0	0	0	30	32	1	0
16 - 20 YEARS	17	27	5	4	0	0	0	2	0	0	0	0	0	0	22	33	0	0
21 - 25 YEARS	16	21	1	3	0	0	1	0	0	2	0	0	0	0	18	26	0	0
26 - 30 YEARS	8	3	0	0	0	0	0	1	0	0	0	0	0	0	8	4	0	0
31 - 35 YEARS	12	6	0	3	0	0	0	0	0	0	0	0	0	0	12	9	0	0
36 - 40 YEARS	3	5	1	0	0	0	1	0	0	0	0	0	0	0	5	5	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>194</b>	<b>256</b>	<b>13</b>	<b>36</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>7</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>212</b>	<b>304</b>	<b>1</b>	<b>0</b>
MORE THAN 10 YEARS	87	91	7	13	0	0	2	3	0	2	0	0	0	0	96	109	1	0
AVERAGE YEARS	11.8	9.6	12.5	10.5	0.0	0.0	32.0	10.7	7.0	11.5	0.0	0.0	0.0	1.0	11.9	9.7	13.0	0.0

DEPARTMENT AVERAGE YEARS

10.6

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>AUDITOR GENERAL</b>																		
00 - 05 YEARS	31	31	3	0	0	0	2	1	0	0	0	0	0	0	36	32	0	0
06 -10 YEARS	12	11	0	0	0	0	0	0	0	0	0	0	0	0	12	11	0	0
11 -15 YEARS	2	5	0	0	0	0	0	0	0	0	0	0	0	0	2	5	0	0
16 - 20 YEARS	4	6	0	0	0	0	0	0	0	1	0	0	0	0	4	7	0	0
21 - 25 YEARS	11	9	1	1	0	0	0	0	0	0	0	0	0	0	12	10	0	0
26 - 30 YEARS	2	7	0	0	0	0	0	0	0	0	0	0	0	0	2	7	0	0
31 - 35 YEARS	5	7	1	0	0	0	0	0	0	0	0	0	0	0	6	7	0	1
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>70</b>	<b>76</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>77</b>	<b>79</b>	<b>0</b>	<b>1</b>
MORE THAN 10 YEARS	27	34	2	1	0	0	0	0	0	1	0	0	0	0	29	36	0	1
AVERAGE YEARS	12.6	12.5	12.8	24.0	0.0	0.0	3.5	5.0	0.0	20.0	0.0	0.0	0.0	0.0	12.4	12.7	0.0	33.0

**DEPARTMENT AVERAGE YEARS****12.5**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL RIGHTS</b>																		
00 - 05 YEARS	3	6	2	5	0	1	0	1	0	0	0	0	0	0	5	13	0	0
06 -10 YEARS	0	6	3	4	0	0	0	0	0	0	0	0	1	1	4	11	0	0
11 -15 YEARS	0	2	3	13	0	0	0	2	0	1	0	0	0	0	3	18	0	0
16 - 20 YEARS	3	2	2	6	0	0	0	1	0	0	0	0	0	0	5	9	0	0
21 - 25 YEARS	2	0	2	5	0	0	0	0	0	0	0	0	0	0	4	5	0	0
26 - 30 YEARS	1	2	0	2	0	0	0	1	0	0	0	0	0	0	1	5	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>9</b>	<b>18</b>	<b>12</b>	<b>40</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>22</b>	<b>66</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	6	6	7	31	0	0	0	4	0	1	0	0	0	0	13	42	0	0
AVERAGE YEARS	15.6	10.3	12.3	17.9	0.0	3.0	0.0	13.4	0.0	12.0	0.0	0.0	6.0	8.0	13.4	15.0	0.0	0.0

DEPARTMENT AVERAGE YEARS

14.6

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CIVIL SERVICE COMMISSION</b>																		
00 - 05 YEARS	22	95	4	18	0	2	1	6	0	1	0	0	3	5	30	127	0	1
06 -10 YEARS	11	52	5	8	0	1	0	0	0	2	0	0	0	0	16	63	0	0
11 -15 YEARS	9	34	1	4	0	0	0	2	0	0	0	0	0	0	10	40	1	0
16 - 20 YEARS	4	45	2	6	0	1	1	1	0	0	0	0	0	0	7	53	0	0
21 - 25 YEARS	6	32	0	3	0	0	0	0	0	2	0	0	0	0	6	37	0	0
26 - 30 YEARS	3	10	1	6	0	1	0	1	0	1	0	0	0	0	4	19	0	0
31 - 35 YEARS	1	21	1	11	0	1	0	5	0	0	0	0	0	0	2	38	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	3	0	1	0	1	0	0	0	0	0	0	0	0	0	5	0	1
<b>DEPARTMENT TOTAL</b>	<b>56</b>	<b>292</b>	<b>14</b>	<b>57</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>15</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>75</b>	<b>382</b>	<b>1</b>	<b>2</b>
MORE THAN 10 YEARS	23	145	5	31	0	4	1	9	0	3	0	0	0	0	29	192	1	1
AVERAGE YEARS	10.4	12.6	11.2	15.8	0.0	18.7	11.0	16.5	0.0	14.5	0.0	0.0	2.0	1.0	10.2	13.2	11.0	22.0

DEPARTMENT AVERAGE YEARS

12.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 21, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>CORRECTIONS</b>																		
00 - 05 YEARS	2,154	1,162	367	352	75	23	81	45	16	8	1	1	26	29	2,720	1,620	1	0
06 -10 YEARS	742	416	125	124	19	6	26	13	7	3	0	0	0	0	919	562	0	0
11 -15 YEARS	649	355	137	155	30	6	32	19	5	6	0	0	0	1	853	542	1	0
16 - 20 YEARS	964	389	133	151	22	9	23	21	6	3	0	0	0	0	1,148	573	2	1
21 - 25 YEARS	1,301	383	120	168	31	13	41	19	6	2	0	0	0	0	1,499	585	1	3
26 - 30 YEARS	324	126	42	36	8	3	5	6	2	0	0	0	0	0	381	171	5	5
31 - 35 YEARS	177	79	27	39	12	0	6	2	2	0	0	0	0	0	224	120	1	4
36 - 40 YEARS	10	12	4	8	0	0	0	1	0	0	0	0	0	0	14	21	4	1
MORE THAN 40 YEARS	10	8	1	6	0	0	0	0	0	0	0	0	0	0	11	14	2	0
<b>DEPARTMENT TOTAL</b>	<b>6,331</b>	<b>2,930</b>	<b>956</b>	<b>1,039</b>	<b>197</b>	<b>60</b>	<b>214</b>	<b>126</b>	<b>44</b>	<b>22</b>	<b>1</b>	<b>1</b>	<b>26</b>	<b>30</b>	<b>7,769</b>	<b>4,208</b>	<b>17</b>	<b>14</b>
MORE THAN 10 YEARS	3,435	1,352	464	563	103	31	107	68	21	11	0	0	0	1	4,130	2,026	16	14
AVERAGE YEARS	13.1	11.4	11.5	12.7	12.4	11.9	11.7	12.2	11.8	10.1	0.0	1.0	1.0	1.4	12.8	11.6	29.2	28.3

DEPARTMENT AVERAGE YEARS

12.4

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EDUCATION</b>																		
00 - 05 YEARS	36	104	3	19	0	0	3	4	2	5	0	0	0	3	44	135	0	0
06 -10 YEARS	38	78	1	18	1	0	0	2	0	1	0	0	0	0	40	99	0	1
11 -15 YEARS	21	46	3	8	0	0	0	0	1	1	0	0	0	0	25	55	0	0
16 - 20 YEARS	15	37	2	1	0	0	1	1	0	0	0	0	0	0	18	39	0	0
21 - 25 YEARS	7	21	2	2	0	0	0	1	0	0	0	0	0	0	9	24	0	0
26 - 30 YEARS	1	3	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1	0
31 - 35 YEARS	3	8	0	2	0	0	0	0	0	1	0	0	0	0	3	11	0	0
36 - 40 YEARS	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>121</b>	<b>300</b>	<b>11</b>	<b>51</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>9</b>	<b>3</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>140</b>	<b>371</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS	47	118	7	14	0	0	1	3	1	2	0	0	0	0	56	137	1	0
AVERAGE YEARS	9.9	10.1	11.8	8.9	8.0	0.0	7.3	12.7	5.3	7.5	0.0	0.0	0.0	1.0	9.9	9.9	26.0	10.0

DEPARTMENT AVERAGE YEARS

9.9

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18



# STATE OF MICHIGAN

Table 3-1

## ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS Pay End Date: March 21, 2020

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	181	211	2	13	1	2	4	2	9	5	0	0	1	7	198	240	0	0
06 -10 YEARS	73	69	0	4	0	0	0	1	0	4	0	0	0	0	73	78	0	0
11 -15 YEARS	40	63	4	1	0	0	0	1	0	1	0	0	0	0	44	66	0	0
16 - 20 YEARS	99	79	3	0	0	1	1	3	1	0	0	0	0	0	104	83	0	0
21 - 25 YEARS	57	49	0	3	0	0	1	0	3	5	0	0	0	0	61	57	0	0
26 - 30 YEARS	76	41	2	1	0	0	4	1	5	2	0	0	0	0	87	45	1	1
31 - 35 YEARS	38	24	4	2	0	1	1	2	0	0	0	0	0	0	43	29	2	0
36 - 40 YEARS	7	5	1	1	0	0	0	0	0	0	0	0	0	0	8	6	1	0
MORE THAN 40 YEARS	10	5	1	1	1	0	0	0	0	0	0	0	0	0	12	6	2	2
<b>DEPARTMENT TOTAL</b>	<b>581</b>	<b>546</b>	<b>17</b>	<b>26</b>	<b>2</b>	<b>4</b>	<b>11</b>	<b>10</b>	<b>18</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>630</b>	<b>610</b>	<b>6</b>	<b>3</b>
MORE THAN 10 YEARS	327	266	15	9	1	2	7	7	9	8	0	0	0	0	359	292	6	3
AVERAGE YEARS	14.9	12.2	22.3	11.7	21.5	13.5	17.7	17.6	13.3	13.3	0.0	0.0	3.0	0.7	15.1	12.2	36.0	37.3

DEPARTMENT AVERAGE YEARS

13.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>EXECUTIVE OFFICE</b>																		
00 - 05 YEARS	17	32	4	7	0	1	0	4	0	1	0	0	0	0	21	45	0	0
06 -10 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
11 -15 YEARS	2	2	0	1	0	0	0	0	0	0	0	0	0	0	2	3	0	0
16 - 20 YEARS	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0	3	0	0
21 - 25 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>19</b>	<b>36</b>	<b>4</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>53</b>	<b>0</b>	<b>0</b>
MORE THAN 10 YEARS	2	3	0	2	0	0	0	2	0	0	0	0	0	0	2	7	0	0
AVERAGE YEARS	2.2	2.5	0.8	5.2	0.0	1.0	0.0	6.8	0.0	2.0	0.0	0.0	0.0	0.0	2.0	3.4	0.0	0.0

DEPARTMENT AVERAGE YEARS

3.0

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>INSURANCE AND FINANCIAL SERV</b>																		
00 - 05 YEARS	42	40	1	3	0	0	1	1	0	1	0	0	1	0	45	45	0	0
06 -10 YEARS	11	17	2	5	0	1	3	0	0	1	0	0	0	0	16	24	0	0
11 -15 YEARS	15	31	1	6	0	0	1	2	0	2	0	0	0	0	17	41	0	0
16 - 20 YEARS	13	25	2	1	0	0	0	1	1	0	0	0	0	0	16	27	0	0
21 - 25 YEARS	6	21	0	3	0	0	0	1	0	0	0	0	0	0	6	25	0	1
26 - 30 YEARS	6	9	0	1	0	0	0	0	0	0	0	0	0	0	6	10	0	1
31 - 35 YEARS	6	5	2	1	0	0	0	1	1	0	0	0	0	0	9	7	0	1
36 - 40 YEARS	2	3	0	0	0	0	1	0	0	0	0	0	0	0	3	3	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0
<b>DEPARTMENT TOTAL</b>	<b>102</b>	<b>152</b>	<b>8</b>	<b>20</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>2</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>119</b>	<b>183</b>	<b>0</b>	<b>3</b>
MORE THAN 10 YEARS	49	95	5	12	0	0	2	5	2	2	0	0	0	0	58	114	0	3
AVERAGE YEARS	11.9	13.6	15.9	13.7	0.0	8.0	12.7	16.7	24.0	8.5	0.0	0.0	1.0	0.0	12.3	13.5	0.0	28.3

DEPARTMENT AVERAGE YEARS

13.1

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>LABOR &amp; ECONOMIC OPPORTUNITY</b>																		
00 - 05 YEARS	167	264	33	110	1	3	11	21	3	9	1	0	2	9	218	416	2	0
06 -10 YEARS	86	163	19	60	4	1	4	10	1	1	0	0	0	0	114	235	0	2
11 -15 YEARS	90	161	23	90	2	1	9	6	2	1	0	0	0	0	126	259	2	2
16 - 20 YEARS	69	156	27	139	1	2	7	5	3	5	0	0	0	0	107	307	3	1
21 - 25 YEARS	42	60	7	39	1	1	3	4	1	2	0	0	0	0	54	106	2	0
26 - 30 YEARS	27	37	8	21	0	0	0	2	0	2	0	0	0	0	35	62	1	5
31 - 35 YEARS	14	35	12	29	1	0	6	5	2	0	0	0	0	0	35	69	2	5
36 - 40 YEARS	7	8	0	8	0	0	1	1	0	1	0	0	0	0	8	18	1	0
MORE THAN 40 YEARS	5	22	1	16	0	0	0	0	0	0	0	0	0	0	6	38	3	2
<b>DEPARTMENT TOTAL</b>	<b>507</b>	<b>906</b>	<b>130</b>	<b>512</b>	<b>10</b>	<b>8</b>	<b>41</b>	<b>54</b>	<b>12</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>703</b>	<b>1,510</b>	<b>16</b>	<b>17</b>
MORE THAN 10 YEARS	254	479	78	342	5	4	26	23	8	11	0	0	0	0	371	859	14	15
AVERAGE YEARS	12.1	12.6	13.7	15.1	13.7	11.8	14.3	11.8	15.1	12.8	3.0	0.0	0.5	1.4	12.5	13.4	23.9	26.2

**DEPARTMENT AVERAGE YEARS****13.1**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	208	283	14	38	2	2	7	12	2	6	0	0	2	11	235	352	0	0
06 -10 YEARS	109	141	8	28	1	0	2	3	1	2	0	0	0	0	121	174	0	0
11 -15 YEARS	81	117	4	27	0	1	1	3	4	3	0	0	0	0	90	151	0	0
16 - 20 YEARS	44	90	7	32	0	2	1	4	0	1	0	0	0	0	52	129	0	0
21 - 25 YEARS	40	65	2	16	0	1	1	2	0	3	0	0	0	0	43	87	1	0
26 - 30 YEARS	18	32	1	5	0	0	0	3	0	1	0	0	0	0	19	41	1	0
31 - 35 YEARS	13	27	2	12	0	1	0	3	3	1	0	0	0	0	18	44	0	3
36 - 40 YEARS	3	6	1	1	0	0	0	0	0	0	0	0	0	0	4	7	0	0
MORE THAN 40 YEARS	8	6	2	0	0	0	0	0	0	0	0	0	0	0	10	6	0	1
<b>DEPARTMENT TOTAL</b>	<b>524</b>	<b>767</b>	<b>41</b>	<b>159</b>	<b>3</b>	<b>7</b>	<b>12</b>	<b>30</b>	<b>10</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>11</b>	<b>592</b>	<b>991</b>	<b>2</b>	<b>4</b>
MORE THAN 10 YEARS	207	343	19	93	0	5	3	15	7	9	0	0	0	0	236	465	2	4
AVERAGE YEARS	10.4	11.3	13.4	13.7	5.3	17.0	8.1	13.3	16.6	12.8	0.0	0.0	0.5	1.3	10.6	11.7	25.0	33.8

DEPARTMENT AVERAGE YEARS

11.3

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	359	669	154	313	2	2	14	32	17	32	1	0	7	14	554	1,062	0	0
06 -10 YEARS	152	302	57	117	1	4	6	13	6	12	0	0	0	0	222	448	0	1
11 -15 YEARS	98	202	27	48	0	2	3	10	4	5	0	0	0	0	132	267	0	0
16 - 20 YEARS	95	185	29	66	0	1	5	4	6	9	0	0	0	0	135	265	1	1
21 - 25 YEARS	75	113	19	38	2	2	2	3	1	5	0	0	0	0	99	161	1	1
26 - 30 YEARS	33	51	12	21	1	0	1	0	0	3	0	0	0	0	47	75	2	4
31 - 35 YEARS	20	44	13	20	0	1	2	3	2	1	0	0	0	0	37	69	0	3
36 - 40 YEARS	6	16	4	5	0	0	0	1	2	0	0	0	0	0	12	22	0	2
MORE THAN 40 YEARS	9	24	4	1	0	1	1	0	1	0	0	0	0	0	15	26	1	4
<b>DEPARTMENT TOTAL</b>	<b>847</b>	<b>1,606</b>	<b>319</b>	<b>629</b>	<b>6</b>	<b>13</b>	<b>34</b>	<b>66</b>	<b>39</b>	<b>67</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>14</b>	<b>1,253</b>	<b>2,395</b>	<b>5</b>	<b>16</b>
MORE THAN 10 YEARS	336	635	108	199	3	7	14	21	16	23	0	0	0	0	477	885	5	15
AVERAGE YEARS	10.5	10.5	10.1	9.2	13.8	15.6	11.3	8.8	11.6	9.9	3.0	0.0	0.7	0.8	10.4	10.0	28.8	31.4

DEPARTMENT AVERAGE YEARS

10.2

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MDHHS - HUMAN SERVICES</b>																		
00 - 05 YEARS	457	1,848	176	893	6	25	31	101	4	18	1	1	26	56	701	2,942	1	0
06 -10 YEARS	382	1,377	119	697	5	15	19	58	3	10	0	0	0	0	528	2,157	0	4
11 -15 YEARS	176	875	52	440	0	6	13	51	4	8	0	0	0	0	245	1,380	0	2
16 - 20 YEARS	119	561	33	326	0	4	11	36	1	4	0	0	0	0	164	931	0	4
21 - 25 YEARS	120	336	45	297	1	4	7	29	3	5	0	0	0	0	176	671	0	5
26 - 30 YEARS	49	162	23	113	0	2	4	18	0	3	0	0	0	0	76	298	3	7
31 - 35 YEARS	35	69	9	54	0	0	6	13	1	2	0	0	0	0	51	138	4	2
36 - 40 YEARS	10	34	4	43	0	1	1	2	0	2	0	0	0	0	15	82	1	3
MORE THAN 40 YEARS	15	37	5	43	0	0	1	2	0	0	0	0	0	0	21	82	1	2
<b>DEPARTMENT TOTAL</b>	<b>1,363</b>	<b>5,299</b>	<b>466</b>	<b>2,906</b>	<b>12</b>	<b>57</b>	<b>93</b>	<b>310</b>	<b>16</b>	<b>52</b>	<b>1</b>	<b>1</b>	<b>26</b>	<b>56</b>	<b>1,977</b>	<b>8,681</b>	<b>10</b>	<b>29</b>
MORE THAN 10 YEARS	524	2,074	171	1,316	1	17	43	151	9	24	0	0	0	0	748	3,582	9	25
AVERAGE YEARS	10.8	10.2	10.6	11.8	6.3	9.3	12.5	12.1	12.5	12.2	2.0	3.0	1.4	1.2	10.7	10.7	30.4	25.0

DEPARTMENT AVERAGE YEARS

10.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>MILITARY &amp; VETERAN AFFAIRS</b>																		
00 - 05 YEARS	160	156	11	11	0	3	10	3	2	2	0	0	4	1	187	176	1	0
06 -10 YEARS	73	46	5	3	0	1	3	0	2	1	0	0	0	0	83	51	0	0
11 -15 YEARS	45	32	0	4	1	0	0	1	0	2	0	0	0	0	46	39	0	0
16 - 20 YEARS	32	27	2	7	0	0	1	1	0	1	0	0	0	0	35	36	0	0
21 - 25 YEARS	18	28	2	6	0	0	3	0	0	0	0	0	0	0	23	34	0	0
26 - 30 YEARS	22	12	0	1	0	0	2	0	0	0	0	0	0	0	24	13	0	0
31 - 35 YEARS	7	2	1	1	0	0	0	0	0	0	0	0	0	0	8	3	1	0
36 - 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	0	0	3	1	1	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
<b>DEPARTMENT TOTAL</b>	<b>361</b>	<b>304</b>	<b>21</b>	<b>33</b>	<b>1</b>	<b>4</b>	<b>19</b>	<b>5</b>	<b>4</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>1</b>	<b>410</b>	<b>353</b>	<b>3</b>	<b>0</b>
MORE THAN 10 YEARS	128	102	5	19	1	0	6	2	0	3	0	0	0	0	140	126	2	0
AVERAGE YEARS	9.6	8.8	8.0	12.6	11.0	2.3	9.9	7.6	5.0	9.8	0.0	0.0	0.8	0.0	9.4	9.0	24.3	0.0

DEPARTMENT AVERAGE YEARS

9.2

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	393	250	5	17	2	2	1	1	3	2	0	0	4	3	408	275	0	0
06 -10 YEARS	155	85	3	4	1	0	4	0	1	0	0	0	0	0	164	89	0	0
11 -15 YEARS	131	61	1	1	0	0	2	0	0	0	0	0	0	0	134	62	1	0
16 - 20 YEARS	190	57	1	2	3	0	3	0	2	0	0	0	0	0	199	59	1	0
21 - 25 YEARS	157	48	1	1	2	1	2	1	0	1	0	0	1	0	163	52	2	1
26 - 30 YEARS	76	19	0	3	0	0	0	0	0	0	0	0	0	0	76	22	1	0
31 - 35 YEARS	44	25	4	1	2	1	0	4	0	0	0	0	0	0	50	31	0	1
36 - 40 YEARS	7	5	1	0	0	0	0	0	0	0	0	0	0	0	8	5	0	0
MORE THAN 40 YEARS	12	3	0	0	0	0	0	0	0	0	0	0	0	0	12	3	0	0
<b>DEPARTMENT TOTAL</b>	<b>1,165</b>	<b>553</b>	<b>16</b>	<b>29</b>	<b>10</b>	<b>4</b>	<b>12</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>1,214</b>	<b>598</b>	<b>5</b>	<b>2</b>
MORE THAN 10 YEARS	617	218	8	8	7	2	7	5	2	1	0	0	1	0	642	234	5	2
AVERAGE YEARS	13.0	10.3	15.9	8.2	17.9	16.0	12.9	25.0	7.3	9.0	0.0	0.0	5.0	1.0	13.0	10.3	21.2	26.0

**DEPARTMENT AVERAGE YEARS****12.1**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE</b>																		
00 - 05 YEARS	107	357	25	92	0	3	7	20	4	8	0	1	3	4	146	485	0	0
06 -10 YEARS	58	159	5	45	0	0	3	7	0	2	0	0	1	0	67	213	0	0
11 -15 YEARS	22	48	2	5	0	0	0	3	0	1	0	0	0	0	24	57	0	0
16 - 20 YEARS	22	108	6	25	0	2	2	5	0	2	0	0	0	0	30	142	1	1
21 - 25 YEARS	22	71	0	18	0	3	1	5	1	2	0	0	0	0	24	99	0	1
26 - 30 YEARS	4	35	1	12	0	0	0	4	1	0	0	0	0	0	6	51	1	4
31 - 35 YEARS	7	19	4	24	0	0	1	2	1	2	0	0	0	0	13	47	1	2
36 - 40 YEARS	0	5	0	3	0	0	0	1	0	0	0	0	0	0	0	9	0	0
MORE THAN 40 YEARS	4	7	2	0	0	2	0	0	0	0	0	0	0	0	6	9	0	0
<b>DEPARTMENT TOTAL</b>	<b>246</b>	<b>809</b>	<b>45</b>	<b>224</b>	<b>0</b>	<b>10</b>	<b>14</b>	<b>47</b>	<b>7</b>	<b>17</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>4</b>	<b>316</b>	<b>1,112</b>	<b>3</b>	<b>8</b>
MORE THAN 10 YEARS	81	293	15	87	0	7	4	20	3	7	0	0	0	0	103	414	3	8
AVERAGE YEARS	9.7	10.3	10.5	12.2	0.0	20.2	8.7	11.9	13.6	11.5	0.0	1.0	3.8	0.5	9.8	10.8	28.0	28.4

DEPARTMENT AVERAGE YEARS

10.6

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATE POLICE</b>																		
00 - 05 YEARS	632	282	56	21	6	0	13	11	6	3	0	0	7	2	720	319	0	0
06 -10 YEARS	416	137	12	4	4	1	13	5	3	1	0	0	0	0	448	148	0	0
11 -15 YEARS	107	83	5	5	0	1	7	1	2	1	0	0	0	0	121	91	0	0
16 - 20 YEARS	213	77	3	3	3	0	0	3	0	0	0	0	0	0	219	83	0	1
21 - 25 YEARS	452	91	28	7	6	0	13	1	5	0	0	0	0	0	504	99	0	0
26 - 30 YEARS	137	25	13	1	5	0	3	0	2	0	0	0	0	0	160	26	1	0
31 - 35 YEARS	62	23	6	3	2	0	1	1	0	0	0	0	0	0	71	27	2	2
36 - 40 YEARS	3	5	0	1	0	0	0	1	0	0	0	0	0	0	3	7	0	0
MORE THAN 40 YEARS	1	2	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0
<b>DEPARTMENT TOTAL</b>	<b>2,023</b>	<b>725</b>	<b>123</b>	<b>45</b>	<b>26</b>	<b>2</b>	<b>50</b>	<b>23</b>	<b>18</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>2</b>	<b>2,247</b>	<b>802</b>	<b>3</b>	<b>3</b>
MORE THAN 10 YEARS	975	306	55	20	16	1	24	7	9	1	0	0	0	0	1,079	335	3	3
AVERAGE YEARS	13.0	10.9	12.9	11.5	16.8	9.0	12.9	10.1	12.9	5.6	0.0	0.0	2.3	1.0	13.0	10.8	31.3	27.7

**DEPARTMENT AVERAGE YEARS****12.4**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TECHNOLOGY, MANAGEMENT &amp; BUDGET</b>																		
00 - 05 YEARS	549	303	24	39	4	0	16	12	45	61	0	0	8	11	646	426	1	0
06 -10 YEARS	375	133	22	19	1	1	8	8	30	34	0	0	1	0	437	195	0	0
11 -15 YEARS	185	93	10	10	0	0	1	1	15	21	0	0	0	0	211	125	0	0
16 - 20 YEARS	158	93	5	6	0	1	2	2	24	9	0	0	0	0	189	111	0	0
21 - 25 YEARS	203	92	11	10	1	0	5	2	9	2	0	0	0	0	229	106	1	2
26 - 30 YEARS	62	36	7	7	1	2	2	3	6	1	0	0	0	0	78	49	1	1
31 - 35 YEARS	35	47	10	13	0	0	3	2	4	3	0	0	0	0	52	65	1	2
36 - 40 YEARS	8	9	3	3	0	0	0	0	0	1	0	0	0	0	11	13	1	0
MORE THAN 40 YEARS	21	17	2	1	0	0	1	2	0	0	0	0	0	0	24	20	1	0
<b>DEPARTMENT TOTAL</b>	<b>1,596</b>	<b>823</b>	<b>94</b>	<b>108</b>	<b>7</b>	<b>4</b>	<b>38</b>	<b>32</b>	<b>133</b>	<b>132</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>11</b>	<b>1,877</b>	<b>1,110</b>	<b>6</b>	<b>5</b>
MORE THAN 10 YEARS	672	387	48	50	2	3	14	12	58	37	0	0	0	0	794	489	5	5
AVERAGE YEARS	11.3	12.6	15.2	13.9	10.0	18.8	12.4	13.4	10.7	8.2	0.0	0.0	2.0	1.1	11.5	12.1	27.5	28.6

DEPARTMENT AVERAGE YEARS

11.7

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
00 - 05 YEARS	623	246	21	20	17	10	12	10	15	12	0	0	3	3	691	301	0	0
06 -10 YEARS	170	81	9	5	3	0	2	4	0	2	0	0	0	0	184	92	0	0
11 -15 YEARS	228	87	6	11	5	0	5	0	5	2	0	0	0	0	249	100	0	0
16 - 20 YEARS	321	120	10	8	3	1	4	2	5	5	0	0	0	0	343	136	1	1
21 - 25 YEARS	169	66	13	6	5	3	3	0	5	7	0	0	0	0	195	82	0	0
26 - 30 YEARS	119	41	7	5	0	1	3	0	2	1	0	0	0	0	131	48	4	3
31 - 35 YEARS	121	34	10	10	4	1	5	2	3	1	0	0	0	0	143	48	5	3
36 - 40 YEARS	16	5	3	3	0	0	1	0	1	0	0	0	0	0	21	8	0	1
MORE THAN 40 YEARS	7	13	4	4	0	0	1	0	1	0	0	0	0	0	13	17	0	2
<b>DEPARTMENT TOTAL</b>	<b>1,774</b>	<b>693</b>	<b>83</b>	<b>72</b>	<b>37</b>	<b>16</b>	<b>36</b>	<b>18</b>	<b>37</b>	<b>30</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>1,970</b>	<b>832</b>	<b>10</b>	<b>10</b>
MORE THAN 10 YEARS	981	366	53	47	17	6	22	4	22	16	0	0	0	0	1,095	439	10	10
AVERAGE YEARS	13.1	12.6	17.7	17.4	11.6	10.8	16.2	7.9	14.1	12.6	0.0	0.0	0.7	0.7	13.3	12.9	30.0	32.2

**DEPARTMENT AVERAGE YEARS****13.2**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>TREASURY</b>																		
00 - 05 YEARS	181	248	20	69	1	1	6	17	8	10	0	0	8	10	224	355	0	0
06 -10 YEARS	115	158	15	37	0	0	2	8	1	4	0	0	1	2	134	209	0	0
11 -15 YEARS	54	129	12	20	0	3	0	5	1	4	0	0	0	0	67	161	0	0
16 - 20 YEARS	76	109	10	29	1	0	1	2	5	5	0	0	0	0	93	145	1	0
21 - 25 YEARS	34	54	4	11	0	1	2	3	1	0	0	0	0	0	41	69	0	1
26 - 30 YEARS	21	20	1	10	0	2	0	1	1	0	0	0	0	0	23	33	1	2
31 - 35 YEARS	19	32	11	14	0	0	1	9	1	0	0	0	0	0	32	55	1	2
36 - 40 YEARS	2	11	1	2	0	0	2	2	0	0	0	0	0	0	5	15	1	0
MORE THAN 40 YEARS	4	11	1	4	0	0	1	0	0	0	0	0	0	0	6	15	1	0
<b>DEPARTMENT TOTAL</b>	<b>506</b>	<b>772</b>	<b>75</b>	<b>196</b>	<b>2</b>	<b>7</b>	<b>15</b>	<b>47</b>	<b>18</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>12</b>	<b>625</b>	<b>1,057</b>	<b>5</b>	<b>5</b>
MORE THAN 10 YEARS	210	366	40	90	1	6	7	22	9	9	0	0	0	0	267	493	5	5
AVERAGE YEARS	11.0	11.9	14.0	12.6	9.5	17.1	17.0	14.4	11.4	8.3	0.0	0.0	1.8	2.0	11.4	12.0	32.2	29.2

**DEPARTMENT AVERAGE YEARS****11.8**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY DEPARTMENT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

DEPARTMENT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTALS</b>																		
00 - 05 YEARS	6,461	6,792	931	2,062	117	80	222	311	137	187	4	3	106	171	7,978	9,606	6	1
06 -10 YEARS	3,045	3,521	414	1,192	40	31	95	132	57	81	0	0	4	3	3,655	4,960	0	8
11 -15 YEARS	2,005	2,478	292	854	38	21	75	107	43	59	0	0	0	1	2,453	3,520	6	4
16 - 20 YEARS	2,489	2,226	282	815	34	24	63	96	54	46	0	0	0	0	2,922	3,207	10	10
21 - 25 YEARS	2,763	1,577	259	637	49	29	85	72	35	39	0	0	1	0	3,192	2,354	8	16
26 - 30 YEARS	1,012	681	118	245	15	11	25	41	19	14	0	0	0	0	1,189	992	24	34
31 - 35 YEARS	624	519	117	242	21	6	32	54	20	11	0	0	0	0	814	832	20	32
36 - 40 YEARS	88	132	23	81	0	1	7	10	4	4	0	0	0	0	122	228	10	8
MORE THAN 40 YEARS	114	164	23	80	1	4	5	4	2	0	0	0	0	0	145	252	11	14
<b>STATEWIDE TOTAL</b>	<b>18,601</b>	<b>18,090</b>	<b>2,459</b>	<b>6,208</b>	<b>315</b>	<b>207</b>	<b>609</b>	<b>827</b>	<b>371</b>	<b>441</b>	<b>4</b>	<b>3</b>	<b>111</b>	<b>175</b>	<b>22,470</b>	<b>25,951</b>	<b>95</b>	<b>127</b>
MORE THAN 10 YEARS	9,095	7,777	1,114	2,954	158	96	292	384	177	173	0	0	1	1	10,837	11,385	89	118
AVERAGE YEARS	12.4	11.0	11.9	12.2	12.6	12.2	12.5	12.1	11.9	10.2	2.0	1.7	1.6	1.2	12.3	11.2	27.9	28.2

**STATEWIDE AVERAGE YEARS****11.7**

Comments: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service computed for this report includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

Source: Michigan Civil Service Commission HWF18

**STATE OF MICHIGAN  
STATEWIDE SEPARATIONS BY REASON  
Second Quarter of FY 2020**

<b>SEPARATION REASON</b>	<b>TOTAL</b>	<b>PERCENT OF SEPARATIONS</b>
<b><i>INVOLUNTARY SEPARATIONS</i></b>		
Death	15	1.1%
Dismissal	85	6.2%
Expired Appointment	110	8.0%
<b>Total Involuntary Separations</b>	<b>210</b>	<b>15.3%</b>
<b><i>VOLUNTARY SEPARATIONS</i></b>		
Resigned Classified Employment	576	41.7%
Layoff/Leave of Absence Rights Expired	29	2.1%
Waived Rights Leave of Absence	62	4.5%
Settlement	0	0.0%
<b>Total Voluntary Separations</b>	<b>667</b>	<b>48.3%</b>
<b><i>RETIREMENT</i></b>		
Retirement	478	34.6%
Disability Retirement	11	0.8%
Deferred Retirement	14	1.0%
<b>Total Retirements</b>	<b>503</b>	<b>36.4%</b>
<b><i>UNDEFINED SEPARATIONS</i></b>		
<b>Undefined Separations</b>	<b>0</b>	<b>0.0%</b>
<b>TOTAL SEPARATIONS</b>	<b>1,380</b>	<b>100.0%</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, and noncareer in primary positions only, except for the following noncareer appointments: STUDENT ASSISTANT-E, TRANSPORTATION AIDE-E, and STATE WORKER. These positions represent approximately 87.0 percent of all noncareer appointments at this time.

Source: Michigan Civil Service Commission HWF10



**STATE OF MICHIGAN**  
**NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT**  
**December 29, 2019 Through March 21, 2020**

**NUMBER OF HIRES AND RETURNS****NUMBER OF SEPARATIONS AND LAYOFFS**

	NON		RETURNS FROM									
	CAREER	CAREER	WAIVED RIGHTS		TOTAL	SEASONAL	RIF	MED	UNDEFINED	TOTAL	NET	
DEPARTMENT	HIRES	HIRES	RECALLS	LEAVES	APPOINTMENTS	SEPARATIONS	LAYOFFS	LAYOFFS	LAYOFFS	LAYOFFS	SEPARATIONS	TOTAL
AGRICULTURE & RURAL DEVELOPMENT	8	3	0	0	11	10	0	0	0	0	10	1
ATTORNEY GENERAL	16	0	0	0	16	10	0	0	0	0	10	6
AUDITOR GENERAL	0	1	0	0	1	4	0	0	0	0	4	-3
CIVIL RIGHTS	0	0	0	0	0	1	0	0	0	0	1	-1
CIVIL SERVICE COMMISSION	5	0	0	0	5	10	0	0	0	0	10	-5
CORRECTIONS	261	6	1	0	268	272	0	2	0	0	274	-6
EDUCATION	14	4	0	0	18	8	0	0	0	0	8	10
ENVIRONMENT, GREAT LAKES & ENERGY	20	3	0	0	23	17	0	0	0	0	17	6
EXECUTIVE OFFICE	1	0	0	0	1	5	0	0	0	0	5	-4
INSURANCE AND FINANCIAL SERV	6	0	0	0	6	11	0	0	0	0	11	-5
LABOR & ECONOMIC OPPORTUNITY	23	5	5	0	33	49	0	0	0	0	49	-16
LICENSING AND REGULATORY AFF	14	7	0	0	21	31	0	0	0	0	31	-10
MDHHS - COMMUNITY HEALTH	99	2	1	0	102	84	0	0	0	0	84	18
MDHHS - HUMAN SERVICES	173	1	3	1	178	214	0	0	0	0	214	-36
MILITARY & VETERAN AFFAIRS	20	1	6	0	27	21	2	1	0	0	24	3
NATURAL RESOURCES	11	19	143	0	173	86	11	0	0	0	97	76
STATE	34	0	0	0	34	54	0	0	0	0	54	-20
STATE POLICE	84	6	0	0	90	56	0	0	0	0	56	34
TECHNOLOGY, MANAGEMENT & BUDGET	27	7	0	1	35	50	0	0	0	0	50	-15
TRANSPORTATION	42	17	8	1	68	78	6	0	0	0	84	-16
TREASURY	18	3	2	0	23	27	0	0	0	0	27	-4
STATEWIDE TOTALS:	876	85	169	3	1,133	1,098	19	3	0	0	1,120	13

Comment: This report reflects active classified employees who were full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation for hires, rehires and returns. This report reflects waived rights, departure, and retirement for separations.

Source: Michigan Civil Service Commission HWF35

## SECTION FOUR

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# EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section Four provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

### BREAKDOWNS

**Race/Ethnic Group.** State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black or African American
3. American Indian or Alaska Native
4. Hispanic or Latino
5. Asian
6. Native Hawaiian or Other Pacific Islander
7. Two or More Races

**Disabled.** Employees have been permitted to identify themselves as "disabled." There is no uniform or objective definition of "disabled." Identification as "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or state and federal discrimination statutes.

**Gender.** Each race/ethnic group is further broken down by gender of male or female.

**Job Categories.** The workforce data is broken down into eight broad job categories reported in the state's workforce analysis (EEO-4 Report). The job categories are the following:

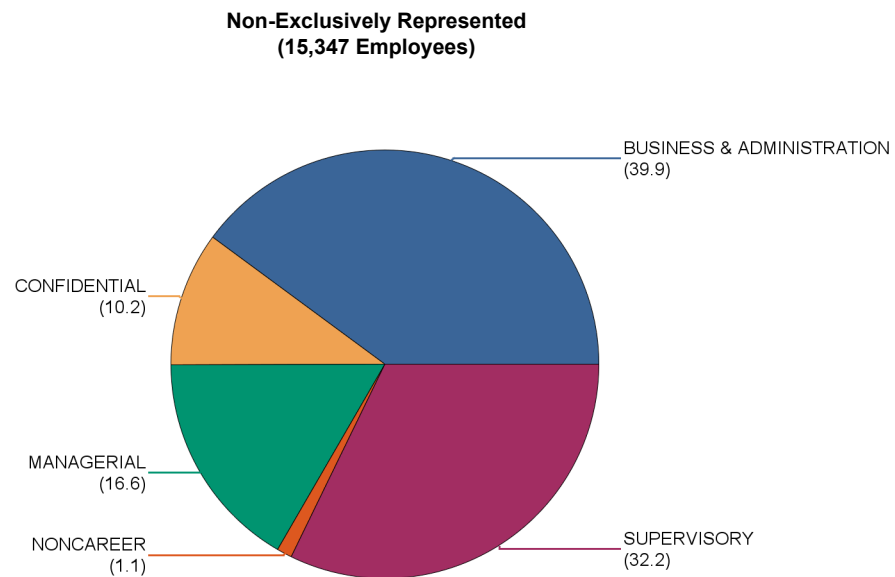
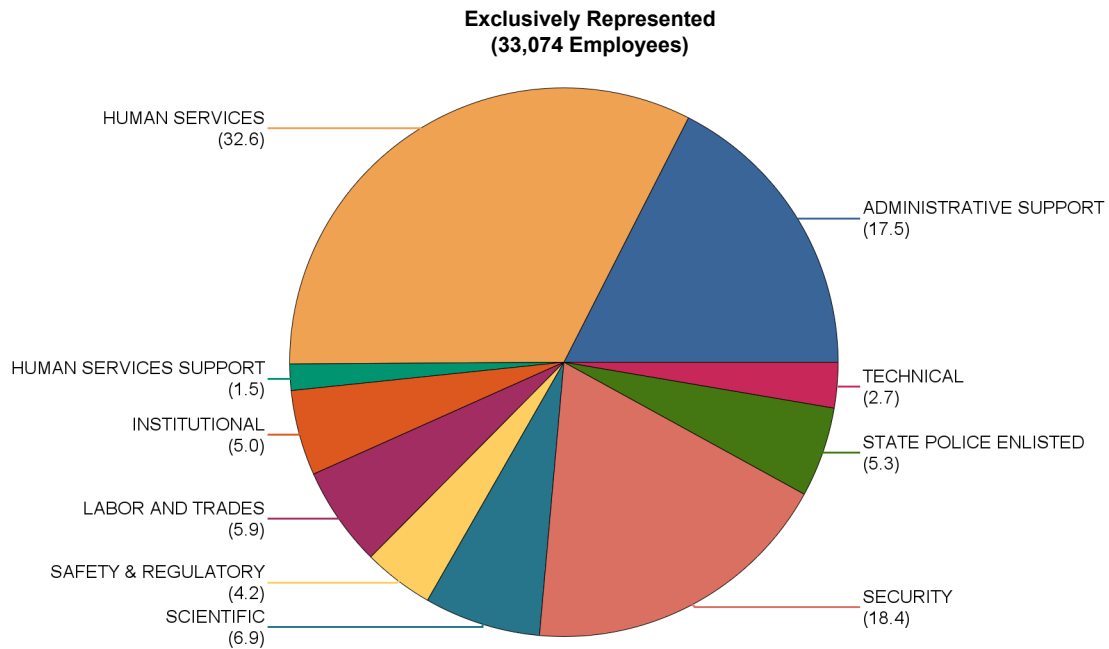
1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

## SECTION FIVE

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### **BARGAINING UNIT CHARACTERISTICS**

# STATE OF MICHIGAN BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT BY BARGAINING UNIT Fiscal Year 2019-20



Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation, in primary positions only.

Of 48,421 classified employees, 68.3 percent were exclusively represented by one of six employee organizations.

Source: Michigan Civil Service Commission HWF44

# STATE OF MICHIGAN

Table 5-1

## ACTIVE EMPLOYEES PAYING UNION DUES BY BARGAINING UNIT

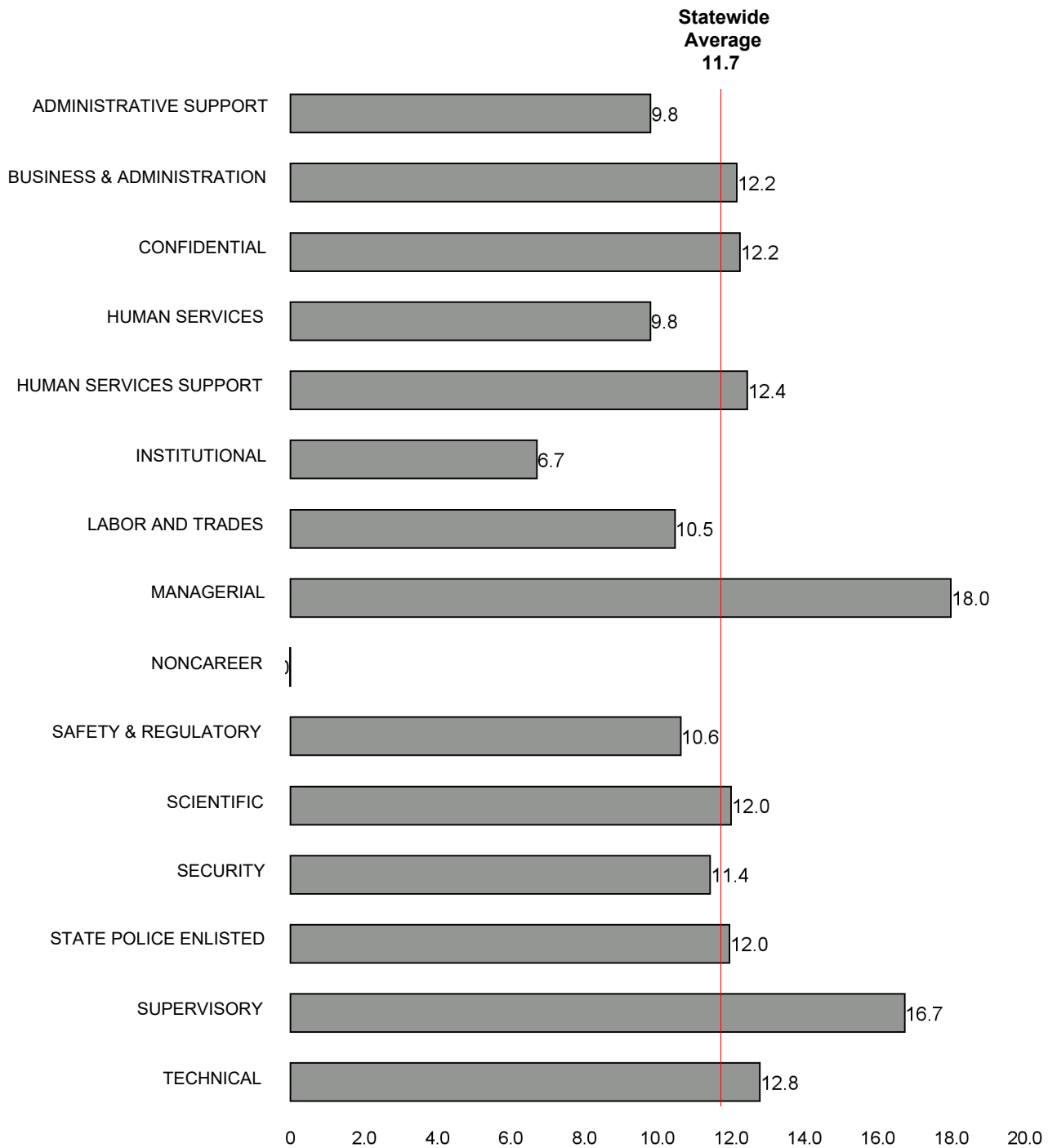
Pay End Date: March 21, 2020

		MSEA			UAW LOCAL 6000		MCO, SEIU LOCAL 526M		HSS, SEIU LOCAL 517M		S & E, SEIU LOCAL 517M		TECH, SEIU LOCAL 517M		MSPTA		AFSCME COUNCIL 25	
BARGAINING UNIT CODE/NAME		TOTAL EMPLOYEES	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT	EMPLS	PCT
A02	SAFETY & REGULATORY	1,374	876	63.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
A31	LABOR AND TRADES	1,944	1,256	64.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12	SECURITY	6,096	0	0.0	0	0.0	5,553	91.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42	HUMAN SERVICES SUPPORT	512	0	0.0	0	0.0	0	0.0	407	79.5	0	0.0	0	0.0	0	0.0	0	0.0
H21	SCIENTIFIC	2,269	0	0.0	0	0.0	0	0.0	0	0.0	1,606	70.8	0	0.0	0	0.0	0	0.0
L32	TECHNICAL	887	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	597	67.3	0	0.0	0	0.0
T01	STATE POLICE ENLISTED	1,756	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,681	95.7	0	0.0
U11	INSTITUTIONAL	1,665	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,346	80.8
W22	HUMAN SERVICES	10,785	0	0.0	8,992	83.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
W41	ADMINISTRATIVE SUPPORT	5,786	0	0.0	3,796	65.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23	BUSINESS & ADMINISTRATION	6,123	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51	SUPERVISORY	4,944	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y52	NONCAREER	176	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y98	MANAGERIAL	2,546	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99	CONFIDENTIAL	1,558	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL		33,074	2,132	6.4	12,788	38.7	5,553	16.8	407	1.2	1,606	4.9	597	1.8	1,681	5.1	1,346	4.1
NON-EXCLUSIVELY REPRESENTED TOTAL		15,347	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
STATEWIDE TOTAL		48,421	2,132	4.4	12,788	26.4	5,553	11.5	407	0.8	1,606	3.3	597	1.2	1,681	3.5	1,346	2.8

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. The number and percentage under each union represents those paying member dues.

Source: Michigan Civil Service Commission HWF44

**STATE OF MICHIGAN**  
**AVERAGE YEARS OF SERVICE BY BARGAINING UNIT**  
**Pay End Date: March 21, 2020**



**Comment:** This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only. Years of service includes continuous service classified hours. It does not include college, county, military, or other service hours. The continuous service unclassified hours field is not included, but if unclassified service hours are added to an employee's classified continuous service hours, they are not subtracted.

**Source:** Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A02 - SAFETY &amp; REGULATORY</b>																		
00 - 05 YEARS	383	103	25	9	3	8	7	1	0	2	0	0	4	0	422	123	0	0
06 - 10 YEARS	187	37	15	17	1	0	3	0	1	0	0	0	0	0	207	54	0	0
11 - 15 YEARS	98	38	3	20	2	0	5	0	1	0	0	0	0	0	109	58	0	0
16 - 20 YEARS	121	30	4	22	1	0	4	1	1	0	0	0	0	0	131	53	0	0
21 - 25 YEARS	77	22	5	9	2	2	4	0	0	0	0	0	0	0	88	33	1	0
26 - 30 YEARS	35	12	2	5	0	0	1	0	0	0	0	0	0	0	38	17	0	1
31 - 35 YEARS	17	7	4	1	0	1	0	1	1	0	0	0	0	0	22	10	0	0
36 - 40 YEARS	2	0	0	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0
MORE THAN 40 YEARS	4	0	0	1	0	0	0	0	0	0	0	0	0	0	4	1	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>924</b>	<b>249</b>	<b>58</b>	<b>86</b>	<b>9</b>	<b>11</b>	<b>24</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1,023</b>	<b>351</b>	<b>1</b>	<b>1</b>
MORE THAN 10 YEARS	354	109	18	60	5	3	14	2	3	0	0	0	0	0	394	174	1	1
AVERAGE YEARS	10.2	10.6	10.2	15.0	12.8	8.5	12.5	16.3	18.3	2.5	0.0	0.0	0.5	0.0	10.3	11.6	22.0	30.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>10.6</b>															

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>A31 - LABOR AND TRADES</b>																		
00 - 05 YEARS	741	58	22	15	18	1	11	1	2	0	0	0	5	2	799	77	0	0
06 - 10 YEARS	238	9	11	1	2	0	3	0	0	0	0	0	0	0	254	10	0	0
11 - 15 YEARS	172	7	6	2	5	0	4	0	0	0	0	0	0	0	187	9	0	0
16 - 20 YEARS	221	10	12	0	6	1	4	0	0	0	0	0	0	0	243	11	1	0
21 - 25 YEARS	160	11	10	1	4	0	5	1	0	0	0	0	0	0	179	13	0	1
26 - 30 YEARS	57	6	5	1	0	0	2	0	0	0	0	0	0	0	64	7	3	0
31 - 35 YEARS	37	3	10	1	2	0	3	1	0	0	0	0	0	0	52	5	2	1
36 - 40 YEARS	11	0	3	0	0	0	0	0	0	0	0	0	0	0	14	0	0	0
MORE THAN 40 YEARS	17	0	1	1	0	0	1	0	0	0	0	0	0	0	19	1	0	0
<b>BARGAINING UNIT TOTAL</b>	1,654	104	80	22	37	2	33	3	2	0	0	0	5	2	1,811	133	6	2
MORE THAN 10 YEARS	675	37	47	6	17	1	19	2	0	0	0	0	0	0	758	46	6	2
AVERAGE YEARS	10.3	9.2	15.8	7.6	10.3	11.0	14.4	19.0	1.5	0.0	0.0	0.0	0.8	1.0	10.6	9.1	28.3	28.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>10.5</b>																	

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>C12 - SECURITY</b>																		
00 - 05 YEARS	1,586	307	307	192	57	14	66	17	7	1	1	0	23	13	2,047	544	0	0
06 - 10 YEARS	403	53	81	36	11	1	20	2	2	1	0	0	0	0	517	93	0	0
11 - 15 YEARS	359	61	69	45	21	4	22	4	3	2	0	0	0	0	474	116	1	0
16 - 20 YEARS	598	89	93	50	13	4	15	8	2	0	0	0	0	0	721	151	2	1
21 - 25 YEARS	806	119	76	57	18	4	28	3	4	0	0	0	0	0	932	183	0	0
26 - 30 YEARS	149	22	15	3	5	0	3	2	0	0	0	0	0	0	172	27	2	2
31 - 35 YEARS	80	5	15	4	4	1	3	0	1	0	0	0	0	0	103	10	0	0
36 - 40 YEARS	3	0	1	0	0	0	0	0	0	0	0	0	0	0	4	0	1	0
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
<b>BARGAINING UNIT TOTAL</b>	<b>3,985</b>	<b>656</b>	<b>658</b>	<b>387</b>	<b>129</b>	<b>28</b>	<b>157</b>	<b>36</b>	<b>19</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>13</b>	<b>4,972</b>	<b>1,124</b>	<b>6</b>	<b>3</b>
MORE THAN 10 YEARS	1,996	296	270	159	61	13	71	17	10	2	0	0	0	0	2,408	487	6	3
AVERAGE YEARS	12.1	10.6	10.1	9.6	10.9	10.0	10.6	10.6	11.9	8.5	0.0	0.0	1.0	0.6	11.7	10.1	24.2	24.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.4</b>																	

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>E42 - HUMAN SERVICES SUPPORT</b>																		
00 - 05 YEARS	17	37	12	33	0	2	4	10	1	1	0	0	1	4	35	87	0	0
06 - 10 YEARS	8	15	2	21	5	0	1	3	0	0	0	0	0	0	16	39	0	0
11 - 15 YEARS	25	41	9	44	0	0	3	3	0	1	0	0	0	0	37	89	1	0
16 - 20 YEARS	11	49	18	78	0	1	2	5	2	1	0	0	0	0	33	134	0	1
21 - 25 YEARS	2	5	2	7	0	0	0	2	0	0	0	0	0	0	4	14	0	0
26 - 30 YEARS	0	3	0	5	0	0	0	2	0	0	0	0	0	0	0	10	0	1
31 - 35 YEARS	0	1	0	4	0	0	0	0	0	0	0	0	0	0	0	5	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	4	0	5	0	0	0	0	0	0	0	0	0	0	0	9	0	1
<b>BARGAINING UNIT TOTAL</b>	63	155	43	197	5	3	10	25	3	3	0	0	1	4	125	387	1	3
MORE THAN 10 YEARS	38	103	29	143	0	1	5	12	2	2	0	0	0	0	74	261	1	3
AVERAGE YEARS	10.4	12.5	11.2	14.1	7.8	9.0	7.9	11.0	12.0	10.3	0.0	0.0	1.0	1.5	10.3	13.1	12.0	30.7
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.4</b>																	

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>H21 - SCIENTIFIC</b>																		
00 - 05 YEARS	434	338	5	10	1	2	9	7	18	22	0	0	5	3	472	382	0	0
06 - 10 YEARS	172	122	4	4	1	0	1	3	0	2	0	0	0	0	178	131	0	0
11 - 15 YEARS	151	112	4	4	0	0	2	0	3	4	0	0	0	0	160	120	0	0
16 - 20 YEARS	218	115	4	4	0	1	2	1	7	3	0	0	0	0	231	124	0	1
21 - 25 YEARS	120	46	4	1	1	0	2	1	6	8	0	0	1	0	134	56	1	1
26 - 30 YEARS	105	44	3	2	0	0	4	0	6	1	0	0	0	0	118	47	0	0
31 - 35 YEARS	50	27	6	2	1	0	1	0	1	1	0	0	0	0	59	30	1	0
36 - 40 YEARS	9	1	0	0	0	0	0	0	1	0	0	0	0	0	10	1	0	0
MORE THAN 40 YEARS	10	1	2	0	1	0	0	0	2	0	0	0	0	0	15	1	0	0
<b>BARGAINING UNIT TOTAL</b>	1,269	806	32	27	5	3	21	12	44	41	0	0	6	3	1,377	892	2	2
MORE THAN 10 YEARS	663	346	23	13	3	1	11	2	26	17	0	0	1	0	727	379	2	2
AVERAGE YEARS	12.9	10.4	19.6	12.0	21.6	6.7	13.3	6.6	15.0	10.4	0.0	0.0	4.7	1.3	13.1	10.4	28.0	20.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.0</b>																	

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>L32 - TECHNICAL</b>																		
00 - 05 YEARS	157	125	10	9	1	1	4	7	5	1	0	0	0	4	177	147	0	0
06 - 10 YEARS	70	24	3	5	0	0	0	0	0	1	0	0	0	0	73	30	0	0
11 - 15 YEARS	66	37	4	2	1	0	2	2	1	0	0	0	0	0	74	41	1	0
16 - 20 YEARS	89	26	1	1	1	0	2	0	2	1	0	0	0	0	95	28	0	0
21 - 25 YEARS	62	10	2	0	2	0	1	1	2	2	0	0	0	0	69	13	0	0
26 - 30 YEARS	55	9	3	0	0	0	1	0	2	0	0	0	0	0	61	9	3	0
31 - 35 YEARS	45	5	5	2	0	0	0	0	1	0	0	0	0	0	51	7	2	0
36 - 40 YEARS	2	1	1	1	0	0	0	0	0	0	0	0	0	0	3	2	0	0
MORE THAN 40 YEARS	2	3	0	1	0	0	1	0	0	0	0	0	0	0	3	4	1	1
<b>BARGAINING UNIT TOTAL</b>	548	240	29	21	5	1	11	10	13	5	0	0	0	4	606	281	7	1
MORE THAN 10 YEARS	321	91	16	7	4	0	7	3	8	3	0	0	0	0	356	104	7	1
AVERAGE YEARS	14.4	9.0	15.6	11.0	16.2	3.0	15.7	7.0	15.0	14.6	0.0	0.0	0.0	0.0	14.6	9.0	29.6	41.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.8</b>																	

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>T01 - STATE POLICE ENLISTED</b>																		
00 - 05 YEARS	485	52	43	9	5	0	12	2	3	1	0	0	6	0	554	64	0	0
06 - 10 YEARS	327	29	11	0	4	1	11	0	3	1	0	0	0	0	356	31	0	0
11 - 15 YEARS	69	4	3	1	0	0	2	0	1	0	0	0	0	0	75	5	0	0
16 - 20 YEARS	131	7	1	1	3	0	0	0	0	0	0	0	0	0	135	8	0	0
21 - 25 YEARS	323	28	18	0	4	0	11	0	2	0	0	0	0	0	358	28	0	0
26 - 30 YEARS	73	12	11	0	5	0	3	0	2	0	0	0	0	0	94	12	1	0
31 - 35 YEARS	28	3	2	0	2	0	1	0	0	0	0	0	0	0	33	3	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	1,436	135	89	11	23	1	40	2	11	2	0	0	6	0	1,605	151	1	0
MORE THAN 10 YEARS	624	54	35	2	14	0	17	0	5	0	0	0	0	0	695	56	1	0
AVERAGE YEARS	12.0	11.7	11.9	5.5	16.7	6.0	12.8	2.5	13.0	5.5	0.0	0.0	2.5	0.0	12.0	11.0	27.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>11.9</b>																	

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**STATE OF MICHIGAN**  
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**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>U11 - INSTITUTIONAL</b>																		
00 - 05 YEARS	248	381	116	213	2	5	18	18	3	1	1	1	6	3	394	622	0	0
06 - 10 YEARS	67	89	37	59	0	3	5	3	3	3	0	0	0	0	112	157	0	0
11 - 15 YEARS	26	59	9	21	0	1	2	1	0	0	0	0	0	0	37	82	0	0
16 - 20 YEARS	32	58	14	44	0	0	4	2	1	5	0	0	0	0	51	109	0	0
21 - 25 YEARS	19	30	1	10	1	0	0	0	0	0	0	0	0	0	21	40	1	0
26 - 30 YEARS	6	8	2	5	0	0	0	1	0	0	0	0	0	0	8	14	0	0
31 - 35 YEARS	3	3	1	4	0	0	0	0	0	0	0	0	0	0	4	7	0	0
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	2	1	1	1	0	0	0	0	0	0	0	0	0	0	3	2	0	0
<b>BARGAINING UNIT TOTAL</b>	403	631	181	357	3	9	29	25	7	9	1	1	6	3	630	1,035	1	0
MORE THAN 10 YEARS	88	161	28	85	1	1	6	4	1	5	0	0	0	0	124	256	1	0
AVERAGE YEARS	6.8	6.9	5.9	7.0	9.0	4.7	5.9	5.6	6.9	13.6	3.0	1.0	0.8	1.0	6.5	6.9	24.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>6.7</b>															

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**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W22 - HUMAN SERVICES</b>																		
00 - 05 YEARS	625	2,172	202	921	8	17	28	86	10	32	2	1	25	64	900	3,293	2	0
06 - 10 YEARS	457	1,276	126	659	7	16	17	43	6	13	0	0	1	0	614	2,007	0	4
11 - 15 YEARS	237	697	88	428	3	4	14	40	6	11	0	0	0	1	348	1,181	0	1
16 - 20 YEARS	209	400	41	277	2	3	10	31	1	4	0	0	0	0	263	715	2	2
21 - 25 YEARS	251	290	50	247	4	6	11	27	1	7	0	0	0	0	317	577	2	3
26 - 30 YEARS	83	118	23	76	0	0	2	14	1	5	0	0	0	0	109	213	3	3
31 - 35 YEARS	47	52	12	43	0	0	3	5	2	0	0	0	0	0	64	100	2	3
36 - 40 YEARS	11	17	3	17	0	0	1	1	1	1	0	0	0	0	16	36	1	2
MORE THAN 40 YEARS	9	8	2	12	0	1	0	0	0	0	0	0	0	0	11	21	2	0
<b>BARGAINING UNIT TOTAL</b>	1,929	5,030	547	2,680	24	47	86	247	28	73	2	1	26	65	2,642	8,143	14	18
MORE THAN 10 YEARS	847	1,582	219	1,100	9	14	41	118	12	28	0	0	0	1	1,128	2,843	12	14
AVERAGE YEARS	11.6	8.8	10.4	10.5	10.0	10.0	11.9	11.5	11.1	10.2	2.5	3.0	1.4	1.4	11.2	9.4	25.6	22.6
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>9.8</b>															

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**STATE OF MICHIGAN**  
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**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>W41 - ADMINISTRATIVE SUPPORT</b>																		
00 - 05 YEARS	410	1,633	77	384	4	20	23	95	11	21	0	1	8	45	533	2,199	0	0
06 - 10 YEARS	122	670	26	154	2	5	4	31	2	8	0	0	0	2	156	870	0	4
11 - 15 YEARS	61	387	13	79	0	5	1	24	0	2	0	0	0	0	75	497	0	1
16 - 20 YEARS	52	371	11	72	1	4	4	15	2	3	0	0	0	0	70	465	0	2
21 - 25 YEARS	32	260	8	76	1	9	4	16	1	6	0	0	0	0	46	367	0	5
26 - 30 YEARS	13	104	3	38	0	0	1	7	0	2	0	0	0	0	17	151	2	13
31 - 35 YEARS	10	99	5	53	0	1	2	11	2	3	0	0	0	0	19	167	5	9
36 - 40 YEARS	1	50	0	21	0	1	1	3	0	1	0	0	0	0	2	76	1	4
MORE THAN 40 YEARS	0	52	0	23	0	1	0	0	0	0	0	0	0	0	0	76	0	5
<b>BARGAINING UNIT TOTAL</b>	<b>701</b>	<b>3,626</b>	<b>143</b>	<b>900</b>	<b>8</b>	<b>46</b>	<b>40</b>	<b>202</b>	<b>18</b>	<b>46</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>47</b>	<b>918</b>	<b>4,868</b>	<b>8</b>	<b>43</b>
MORE THAN 10 YEARS	169	1,323	40	362	2	21	13	76	5	17	0	0	0	0	229	1,799	8	39
AVERAGE YEARS	6.8	10.0	8.1	11.9	7.4	12.0	9.8	10.2	8.3	11.2	0.0	1.0	1.0	1.3	7.1	10.3	32.9	28.8
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>9.8</b>															

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Source: Michigan Civil Service Commission HWF20



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y23 - BUSINESS &amp; ADMINISTRATION</b>																		
00 - 05 YEARS	779	760	52	112	6	4	21	31	49	83	0	0	15	7	922	997	3	0
06 - 10 YEARS	500	556	44	110	1	3	18	22	32	40	0	0	1	1	596	732	0	0
11 - 15 YEARS	278	425	32	81	0	4	3	15	17	26	0	0	0	0	330	551	0	0
16 - 20 YEARS	230	376	29	95	0	3	5	12	22	13	0	0	0	0	286	499	3	2
21 - 25 YEARS	218	245	16	68	0	2	5	12	9	4	0	0	0	0	248	331	2	2
26 - 30 YEARS	85	99	13	29	1	4	3	4	4	3	0	0	0	0	106	139	4	7
31 - 35 YEARS	61	108	16	43	0	0	6	17	5	4	0	0	0	0	88	172	2	11
36 - 40 YEARS	8	24	3	6	0	0	1	3	0	1	0	0	0	0	12	34	2	0
MORE THAN 40 YEARS	19	49	4	5	0	1	0	2	0	0	0	0	0	0	23	57	0	2
<b>BARGAINING UNIT TOTAL</b>	2,178	2,642	209	549	8	21	62	118	138	174	0	0	16	8	2,611	3,512	16	24
MORE THAN 10 YEARS	899	1,326	113	327	1	14	23	65	57	51	0	0	0	0	1,093	1,783	13	24
AVERAGE YEARS	11.0	12.7	14.4	14.8	6.9	15.8	12.9	15.4	10.6	8.4	0.0	0.0	2.2	2.5	11.2	12.9	22.9	30.0
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.2</b>																	

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y51 - SUPERVISORY</b>																		
00 - 05 YEARS	270	245	27	70	11	1	10	4	11	9	0	0	0	5	329	334	1	0
06 - 10 YEARS	308	320	42	89	5	1	9	17	5	7	0	0	1	0	370	434	0	0
11 - 15 YEARS	300	312	40	92	6	2	11	12	5	7	0	0	0	0	362	425	0	0
16 - 20 YEARS	385	357	35	132	6	3	6	12	10	7	0	0	0	0	442	511	2	1
21 - 25 YEARS	449	247	48	116	11	5	10	5	7	5	0	0	0	0	525	378	1	3
26 - 30 YEARS	203	121	20	51	1	3	3	3	3	2	0	0	0	0	230	180	4	2
31 - 35 YEARS	136	62	25	38	10	2	8	6	3	1	0	0	0	0	182	109	3	2
36 - 40 YEARS	27	13	8	17	0	0	2	1	1	0	0	0	0	0	38	31	3	1
MORE THAN 40 YEARS	28	15	4	14	0	0	2	1	0	0	0	0	0	0	34	30	5	1
<b>BARGAINING UNIT TOTAL</b>	2,106	1,692	249	619	50	17	61	61	45	38	0	0	1	5	2,512	2,432	19	10
MORE THAN 10 YEARS	1,528	1,127	180	460	34	15	42	40	29	22	0	0	0	0	1,813	1,664	18	10
AVERAGE YEARS	17.5	15.3	18.2	17.9	17.4	21.5	17.9	16.3	15.0	13.4	0.0	0.0	8.0	1.2	17.5	15.9	32.1	29.3
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>16.7</b>																	

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y52 - NONCAREER</b>																		
00 - 05 YEARS	52	77	8	9	1	0	1	4	9	3	0	0	4	8	75	101	0	0
06 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11 - 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>BARGAINING UNIT TOTAL</b>	52	77	8	9	1	0	1	4	9	3	0	0	4	8	75	101	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	-0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>BARGAINING UNIT AVERAGE YEARS</b>			<b>0.0</b>															

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y98 - MANAGERIAL</b>																		
00 - 05 YEARS	175	149	9	22	0	0	4	3	8	6	0	0	1	4	197	184	0	0
06 - 10 YEARS	143	145	5	13	1	0	2	4	3	2	0	0	0	0	154	164	0	0
11 - 15 YEARS	140	160	8	16	0	1	4	2	6	5	0	0	0	0	158	184	2	1
16 - 20 YEARS	173	205	16	20	1	0	3	2	4	9	0	0	0	0	197	236	0	0
21 - 25 YEARS	221	166	16	25	1	0	3	4	2	3	0	0	0	0	243	198	0	1
26 - 30 YEARS	142	89	15	22	3	3	2	5	1	0	0	0	0	0	163	119	2	3
31 - 35 YEARS	101	99	13	26	2	0	4	3	4	2	0	0	0	0	124	130	1	5
36 - 40 YEARS	12	13	4	11	0	0	2	0	1	1	0	0	0	0	19	25	1	0
MORE THAN 40 YEARS	20	10	8	11	0	0	1	1	0	0	0	0	0	0	29	22	3	1
<b>BARGAINING UNIT TOTAL</b>	1,127	1,036	94	166	8	4	25	24	29	28	0	0	1	4	1,284	1,262	9	11
MORE THAN 10 YEARS	809	742	80	131	7	4	19	17	18	20	0	0	0	0	933	914	9	11
AVERAGE YEARS	17.9	17.1	22.8	22.0	25.5	24.3	20.7	19.5	14.6	15.0	0.0	0.0	0.0	1.0	18.2	17.7	30.9	29.5
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>18.0</b>																	

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>Y99 - CONFIDENTIAL</b>																		
00 - 05 YEARS	99	355	16	54	0	5	4	25	0	4	0	0	3	9	122	452	0	1
06 - 10 YEARS	43	176	7	24	0	1	1	4	0	3	0	0	1	0	52	208	0	0
11 - 15 YEARS	23	138	4	19	0	0	0	4	0	1	0	0	0	0	27	162	1	1
16 - 20 YEARS	19	133	3	19	0	4	2	7	0	0	0	0	0	0	24	163	0	0
21 - 25 YEARS	23	98	3	20	0	1	1	0	1	4	0	0	0	0	28	123	0	0
26 - 30 YEARS	6	34	3	8	0	1	0	3	0	1	0	0	0	0	9	47	0	2
31 - 35 YEARS	9	45	3	21	0	1	1	10	0	0	0	0	0	0	13	77	2	1
36 - 40 YEARS	2	11	0	6	0	0	0	2	0	0	0	0	0	0	2	19	1	1
MORE THAN 40 YEARS	2	21	0	6	0	1	0	0	0	0	0	0	0	0	2	28	0	3
<b>BARGAINING UNIT TOTAL</b>	226	1,011	39	177	0	14	9	55	1	13	0	0	4	9	279	1,279	4	9
MORE THAN 10 YEARS	84	480	16	99	0	8	4	26	1	6	0	0	0	0	105	619	4	8
AVERAGE YEARS	10.4	12.1	11.6	15.6	0.0	15.1	12.3	13.7	25.0	12.3	0.0	0.0	3.8	0.9	10.6	12.6	28.5	30.2
<b>BARGAINING UNIT AVERAGE YEARS</b>	<b>12.3</b>																	

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE**  
**RACE/ETHNIC GROUP, GENDER, AND DISABILITY ANALYSIS**  
**Pay End Date: March 21, 2020**

BARGAINING UNIT	WHITE		BLACK or AFRICAN AMERICAN		AMERICAN INDIAN or ALASKA NATIVE		HISPANIC or LATINO		ASIAN		NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER		TWO or MORE RACES		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
<b>STATEWIDE TOTAL</b>																		
00 - 05 YEARS	6,461	6,792	931	2,062	117	80	222	311	137	187	4	3	106	171	7,978	9,606	6	1
06 - 10 YEARS	3,045	3,521	414	1,192	40	31	95	132	57	81	0	0	4	3	3,655	4,960	0	8
11 - 15 YEARS	2,005	2,478	292	854	38	21	75	107	43	59	0	0	0	1	2,453	3,520	6	4
16 - 20 YEARS	2,489	2,226	282	815	34	24	63	96	54	46	0	0	0	0	2,922	3,207	10	10
21 - 25 YEARS	2,763	1,577	259	637	49	29	85	72	35	39	0	0	1	0	3,192	2,354	8	16
26 - 30 YEARS	1,012	681	118	245	15	11	25	41	19	14	0	0	0	0	1,189	992	24	34
31 - 35 YEARS	624	519	117	242	21	6	32	54	20	11	0	0	0	0	814	832	20	32
36 - 40 YEARS	88	132	23	81	0	1	7	10	4	4	0	0	0	0	122	228	10	8
MORE THAN 40 YEARS	114	164	23	80	1	4	5	4	2	0	0	0	0	0	145	252	11	14
<b>STATEWIDE TOTAL</b>	18,601	18,090	2,459	6,208	315	207	609	827	371	441	4	3	111	175	22,470	25,951	95	127
MORE THAN 10 YEARS	9,095	7,777	1,114	2,954	158	96	292	384	177	173	0	0	1	1	10,837	11,385	89	118
AVERAGE YEARS	12.4	11.0	11.9	12.2	12.6	12.2	12.5	12.1	11.9	10.2	2.0	1.7	1.6	1.2	12.3	11.2	27.9	28.2

**STATEWIDE AVERAGE YEARS****11.7**

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Source: Michigan Civil Service Commission HWF20

**STATE OF MICHIGAN**  
**AVERAGE AGE, AVERAGE PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT**

Pay End Date: March 21, 2020

BARGAINING UNIT CODE/NAME	Number of Employees	Percent of Classified Employees	Average Age	Average Pay Rate	Count of Employees Eligible for Longevity	Percent of Bargaining Unit Eligible for Longevity
A02 - SAFETY & REGULATORY	1,374	2.8 %	43.5	\$27.56	843	61.4 %
A31 - LABOR AND TRADES	1,944	4.0 %	48.9	\$24.46	1,060	54.5 %
C12 - SECURITY	6,096	12.6 %	41.4	\$25.30	3,582	58.8 %
E42 - HUMAN SERVICES SUPPORT	512	1.1 %	49.6	\$26.36	392	76.6 %
H21 - SCIENTIFIC	2,269	4.7 %	43.6	\$35.58	1,419	62.5 %
L32 - TECHNICAL	887	1.8 %	44.7	\$26.72	566	63.8 %
T01 - STATE POLICE ENLISTED	1,756	3.6 %	37.7	\$33.34	1,116	63.6 %
U11 - INSTITUTIONAL	1,665	3.4 %	43.7	\$21.85	653	39.2 %
W22 - HUMAN SERVICES	10,785	22.3 %	43.5	\$28.98	6,468	60.0 %
W41 - ADMINISTRATIVE SUPPORT	5,786	11.9 %	45.3	\$22.76	2,965	51.2 %
Y23 - BUSINESS & ADMINISTRATION	6,123	12.6 %	45.7	\$34.88	4,126	67.4 %
Y51 - SUPERVISORY	4,944	10.2 %	48.3	\$37.27	4,261	86.2 %
Y52 - NONCAREER	176	0.4 %	25.6	\$15.20	0	0.0 %
Y98 - MANAGERIAL	2,546	5.3 %	50.2	\$54.49	2,152	84.5 %
Y99 - CONFIDENTIAL	1,558	3.2 %	46.0	\$30.79	956	61.4 %
<b>STATEWIDE TOTAL</b>	<b>48,421</b>	<b>100.0 %</b>	<b>44.7</b>	<b>\$30.65</b>	<b>30,559</b>	<b>63.1 %</b>

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Source: Michigan Civil Service Commission HWF25

# STATE OF MICHIGAN

Table 5-4

## ACTIVE CLASSIFIED EMPLOYEES

### ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT

Pay End Date: March 21, 2020

		Health Insurance									Dental Insurance					
Bargaining Unit Code/Name		Total Employees Enrolled	State Sponsored Health	%	HMO	%	Catastrophic Health	%	COPS Trust	%	State Sponsored Dental	%	DMO	%	Preventive Dental	%
A02	SAFETY & REGULATORY	1,347	691	51 %	464	34 %	16	1 %	0	0 %	1,204	89 %	18	1 %	8	1 %
A31	LABOR AND TRADES	1,817	837	46 %	723	40 %	14	1 %	0	0 %	1,622	89 %	10	1 %	7	0 %
C12	SECURITY	6,096	3,425	56 %	2,236	37 %	14	0 %	0	0 %	5,690	93 %	127	2 %	17	0 %
E42	HUMAN SERVICES SUPPORT	512	236	46 %	240	47 %	2	0 %	0	0 %	468	91 %	21	4 %	1	0 %
H21	SCIENTIFIC	2,261	859	38 %	1,160	51 %	17	1 %	0	0 %	2,073	92 %	23	1 %	15	1 %
L32	TECHNICAL	841	355	42 %	407	48 %	8	1 %	0	0 %	779	93 %	11	1 %	4	0 %
T01	STATE POLICE ENLISTED	1,756	354	20 %	212	12 %	5	0 %	1,083	62 %	1,689	96 %	3	0 %	4	0 %
U11	INSTITUTIONAL	1,657	777	47 %	717	43 %	7	0 %	0	0 %	1,473	89 %	55	3 %	9	1 %
W22	HUMAN SERVICES	10,748	4,282	40 %	5,455	51 %	57	1 %	0	0 %	9,806	91 %	287	3 %	28	0 %
W41	ADMINISTRATIVE SUPPORT	5,459	1,757	32 %	3,014	55 %	37	1 %	0	0 %	4,849	89 %	153	3 %	12	0 %
Y23	BUSINESS & ADMINISTRATION	6,117	1,899	31 %	3,534	58 %	55	1 %	0	0 %	5,551	91 %	126	2 %	23	0 %
Y51	SUPERVISORY	4,944	2,113	43 %	2,423	49 %	40	1 %	1	0 %	4,590	93 %	92	2 %	13	0 %
Y98	MANAGERIAL	2,546	937	37 %	1,401	55 %	17	1 %	0	0 %	2,391	94 %	33	1 %	1	0 %
Y99	CONFIDENTIAL	1,525	398	26 %	916	60 %	9	1 %	0	0 %	1,366	90 %	25	2 %	2	0 %
<b>STATEWIDE TOTALS:</b>		<b>47,626</b>	<b>18,920</b>	<b>40 %</b>	<b>22,902</b>	<b>48 %</b>	<b>298</b>	<b>1 %</b>	<b>1,084</b>	<b>2 %</b>	<b>43,551</b>	<b>91 %</b>	<b>984</b>	<b>2 %</b>	<b>144</b>	<b>0 %</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48



**STATE OF MICHIGAN**  
**ACTIVE CLASSIFIED EMPLOYEES**

Table 5-4

**ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT**

**Pay End Date: March 21, 2020**

			Vision Insurance		Disability Insurance				Life Insurance					
			Total Employees Enrolled	State Sponsored Vision	%	CMI	%	Reliance	%	Minnesota Life	%	Minnesota Life Reduced	%	Prudential
Bargaining Unit Code/Name														
A02	SAFETY & REGULATORY	1,347	1,236	92 %	1,091	81 %	65	5 %	1,274	95 %	65	5 %	61	5 %
A31	LABOR AND TRADES	1,817	1,654	91 %	1,479	81 %	1	0 %	1,753	96 %	63	3 %	5	0 %
C12	SECURITY	6,096	5,862	96 %	5,393	88 %	0	0 %	5,839	96 %	225	4 %	0	0 %
E42	HUMAN SERVICES SUPPORT	512	491	96 %	431	84 %	0	0 %	490	96 %	21	4 %	0	0 %
H21	SCIENTIFIC	2,261	2,125	94 %	1,757	78 %	34	2 %	2,095	93 %	163	7 %	12	1 %
L32	TECHNICAL	841	806	96 %	676	80 %	22	3 %	794	94 %	47	6 %	8	1 %
T01	STATE POLICE ENLISTED	1,756	1,706	97 %	1,749	100 %	874	50 %	1,695	97 %	52	3 %	829	47 %
U11	INSTITUTIONAL	1,657	1,543	93 %	1,340	81 %	2	0 %	1,582	95 %	70	4 %	1	0 %
W22	HUMAN SERVICES	10,748	10,153	94 %	9,059	84 %	0	0 %	10,159	95 %	565	5 %	0	0 %
W41	ADMINISTRATIVE SUPPORT	5,459	5,036	92 %	4,209	77 %	96	2 %	5,160	95 %	275	5 %	52	1 %
Y23	BUSINESS & ADMINISTRATION	6,117	5,726	94 %	4,816	79 %	95	2 %	5,763	94 %	341	6 %	50	1 %
Y51	SUPERVISORY	4,944	4,701	95 %	4,557	92 %	142	3 %	4,778	97 %	159	3 %	116	2 %
Y98	MANAGERIAL	2,546	2,433	96 %	2,188	86 %	94	4 %	2,447	96 %	94	4 %	93	4 %
Y99	CONFIDENTIAL	1,525	1,410	92 %	1,234	81 %	12	1 %	1,450	95 %	69	5 %	6	0 %
STATEWIDE TOTALS:		47,626	44,882	94 %	39,979	84 %	1,437	3 %	45,279	95 %	2,209	5 %	1,233	3 %

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, or on workers' compensation in primary positions only. Total employees enrolled does not reflect employees enrolled as a spouse or dependent on another employee's benefits.

Source: Michigan Civil Service Commission HWF48

# STATE OF MICHIGAN

Table 5-9

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: March 21, 2020

EXCLUSIVELY REPRESENTED EMPLOYEES												
Department	No. of Employees	A02 Safety & Regulatory	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE AND RURAL DVLPMNT	473	25	11	0	0	241	14	0	0	1	49	341
ATTORNEY GENERAL	516	35	1	0	0	0	0	0	0	0	86	122
AUDITOR GENERAL	156	0	1	0	0	0	0	0	0	0	0	1
CIVIL RIGHTS	88	0	0	0	0	0	0	0	0	35	14	49
CIVIL SERVICE COMMISSION	457	0	0	0	0	0	0	0	0	0	0	0
CORRECTIONS	11,977	10	454	5,867	0	5	84	0	406	2,361	877	10,064
EDUCATION	511	0	1	0	2	0	5	0	16	177	59	260
ENVIRONMENT, GREAT LAKES & ENERGY	1,240	8	1	0	0	757	53	0	0	1	129	949
EXECUTIVE OFFICE	76	0	0	0	0	0	0	0	0	0	0	0
INSURANCE AND FINANCIAL SERV	302	0	0	0	0	0	0	0	0	0	30	30
LABOR & ECONOMIC OPPORTUNITY	2,213	83	21	0	478	58	12	0	23	389	302	1,366
LICENSING & REGULATORY AFFAIRS	1,583	213	7	0	0	68	0	0	0	269	318	875
MDHHS - COMMUNITY HEALTH	3,648	43	71	229	0	135	37	0	888	426	387	2,216
MDHHS - HUMAN SERVICES	10,658	160	24	0	32	3	2	0	55	7,035	1,064	8,375
MILITARY & VETERAN AFFAIRS	763	26	188	0	0	33	13	0	262	33	60	615
NATURAL RESOURCES	1,812	522	153	0	0	256	141	0	8	55	202	1,337
STATE	1,428	15	17	0	0	0	0	0	0	0	906	938
STATE POLICE	3,049	159	10	0	0	128	61	1,756	7	0	261	2,382
TECHNOLOGY, MANAGEMENT & BUDGET	2,987	0	258	0	0	37	61	0	0	0	297	653
TRANSPORTATION	2,802	69	721	0	0	547	403	0	0	3	267	2,010
TREASURY	1,682	6	5	0	0	1	1	0	0	0	478	491
<b>Grand Total:</b>	<b>48,421</b>	<b>1,374</b>	<b>1,944</b>	<b>6,096</b>	<b>512</b>	<b>2,269</b>	<b>887</b>	<b>1,756</b>	<b>1,665</b>	<b>10,785</b>	<b>5,786</b>	<b>33,074</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF05

# STATE OF MICHIGAN

Table 5-10

## BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay End Date: March 21, 2020

<b>NON-EXCLUSIVELY REPRESENTED EMPLOYEES</b>								
<b>Department</b>	<b>No. of Employees</b>	<b>Y23 Business &amp; Administrative</b>	<b>Y99 Confidential</b>	<b>Y98 Managerial</b>	<b>Y52 Non-Career</b>	<b>Y00/Y50 Pending Assignment</b>	<b>Y51 Supervisory</b>	<b>Total Non-Exclusively Represented</b>
AGRICULTURE AND RURAL DVLPMNT	473	45	9	26	9	0	43	132
ATTORNEY GENERAL	516	15	47	325	0	0	7	394
AUDITOR GENERAL	156	1	86	43	5	0	20	155
CIVIL RIGHTS	88	4	15	11	0	0	9	39
CIVIL SERVICE COMMISSION	457	0	394	57	0	0	6	457
CORRECTIONS	11,977	244	124	136	8	0	1,401	1,913
EDUCATION	511	133	19	54	1	0	44	251
ENVIRONMENT, GREAT LAKES & ENERGY	1,240	80	12	81	7	0	111	291
EXECUTIVE OFFICE	76	0	75	1	0	0	0	76
INSURANCE AND FINANCIAL SERV	302	164	17	26	7	0	58	272
LABOR & ECONOMIC OPPORTUNITY	2,213	472	40	200	4	0	131	847
LICENSING & REGULATORY AFFAIRS	1,583	445	44	157	12	0	50	708
MDHHS - COMMUNITY HEALTH	3,648	650	102	268	9	0	403	1,432
MDHHS - HUMAN SERVICES	10,658	675	195	213	1	0	1,199	2,283
MILITARY & VETERAN AFFAIRS	763	45	8	30	1	0	64	148
NATURAL RESOURCES	1,812	132	18	86	3	0	236	475
STATE	1,428	147	54	56	4	0	229	490
STATE POLICE	3,049	234	40	150	7	0	236	667
TECHNOLOGY, MANAGEMENT & BUDGET	2,987	1,619	116	309	62	0	228	2,334
TRANSPORTATION	2,802	250	97	130	4	0	311	792
TREASURY	1,682	768	46	187	32	0	158	1,191
<b>Grand Total:</b>	<b>48,421</b>	<b>6,123</b>	<b>1,558</b>	<b>2,546</b>	<b>176</b>	<b>0</b>	<b>4,944</b>	<b>15,347</b>

Comment: This report reflects classified employees who are full-time, part-time, permanent-intermittent, limited-term, seasonal, noncareer, or on workers' compensation in primary positions only.

Source: Michigan Civil Service Commission HWF06

## **GLOSSARY**

## **GLOSSARY**

**American Indian or Alaska Native (Not Hispanic or Latino)** - Persons having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Asian (Not Hispanic or Latino)** - Persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Average** - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

**Black or African American (Not Hispanic or Latino)** - Persons having origins in any of the black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Career Appointment** - An indefinite appointment or limited-term appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year.

**Civil Service Positions** - Positions as defined in the classified service.

**Classified Employees** - Employees of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

**Classified Service** - The Michigan State classified civil service.

**Compensation** - Pay and benefits received by an employee for work performed.

### **Employee Status Code Descriptions (active employees):**

- AA**: Full-time (Classified)
- AB**: Part-time (Classified)
- AC**: Permanent-Intermittent (Classified)
- AD**: Limited-Term (Classified)
- AE**: Seasonal (Classified)
- AF**: Unclassified
- AP**: Workers Compensation
- AQ**: Noncareer/Per Diem
- AR**: Special Personal Services (Not Classified)

**Fiscal Year** - October 1 of a given year through September 30 of the next year. (Before fiscal year 1975-76, the fiscal year was July 1 to June 30. Transition fiscal year 1975-76 was 15 months long.)

**Full-Time Employees** - Employees scheduled to work 80 hours biweekly.

**Hispanic or Latino** - Persons of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**HRMN** - Human Resources Management Network (HRMN) is the integrated network delivering payroll, human resources, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

**Indefinite Appointment** - A career appointment with no fixed ending date at the time of appointment.

**Job Category** - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

**01: Officials and Administrators** - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

**02: Professionals** - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

**03: Technicians** - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

**04: Protective Service Workers** - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

**05: Paraprofessionals** - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

**06: Office and Clerical** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

**07: Skilled Craft Workers** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

**08: Service/Maintenance Workers** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

**Job-Share Employees** - Employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position.

**Limited-Term Employees** - Employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

**MAIN** - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

**MIDB** - Management Information Data Base.

**Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino)** – Persons having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Noncareer Employees** - Employees hired on a noncareer basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

**Permanent-Intermittent Employees** - Employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

**Position** - A classified job identified by its respective duties and responsibilities.

**Primary Position** - The level one position in HRMN which determines the employee's status and benefits eligibility.

**Principal Department** - One of not more than 20 executive branch departments provided for by article 5, section 2, of the Michigan Constitution.

**PPRISM** - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/Payroll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

**Process Level** - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

**Seasonal Employees** - Employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

**Special Personal Services Employees** - Contractors who are employees of state agencies and who are not classified, exempt, or excepted.

**Two or More Races (Not Hispanic or Latino)** – Persons who identify with more than one of the six races. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Unclassified Employees** - Employees working in positions exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

**Unit Designations** - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

**Union Codes**

- A** Michigan State Employees Association (MSEA)
- C** Michigan Corrections Organization (MCO)
- E** Michigan Public Employees (MPE), SEIU Local 517M
- H** Michigan Public Employees (MPE), SEIU Local 517M
- L** Michigan Public Employees (MPE), SEIU Local 517M
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

**Unit Code**

**Unit**

- 01** **State Police Enlisted Unit**  
This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
- 02** **Safety and Regulatory Unit**  
Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these statutes, rules, or regulations; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
- 11** **Institutional Unit**  
This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
- 12** **Security Unit**  
The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
- 21** **Scientific and Engineering Unit**  
Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.



- 22      Human Services Unit**  
Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 23      Business and Administrative Unit**  
Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
- 31      Labor and Trades Unit**  
Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
- 32      Technical Unit**  
Employees in this unit provide support services in the area of science and engineering.
- 41      Administrative Support Unit**  
This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
- 42      Human Services Support Unit**  
This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
- 50      Pending Unit Assignment**  
Employees in positions in classifications that are pending unit assignment.
- 51      Supervisory Unit**  
Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature, but rather requires the use of independent judgment.
- 52      Noncareer**  
Employees in noncareer classes that are ineligible for collective bargaining.
- 98      Managerial Unit**  
The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

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**Confidential Unit**

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

**White (Not Hispanic or Latino)** - Persons having origins in any of the original peoples of Europe, the Middle East, or North Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

**Workforce** - Those persons employed in the classified service by the state of Michigan.